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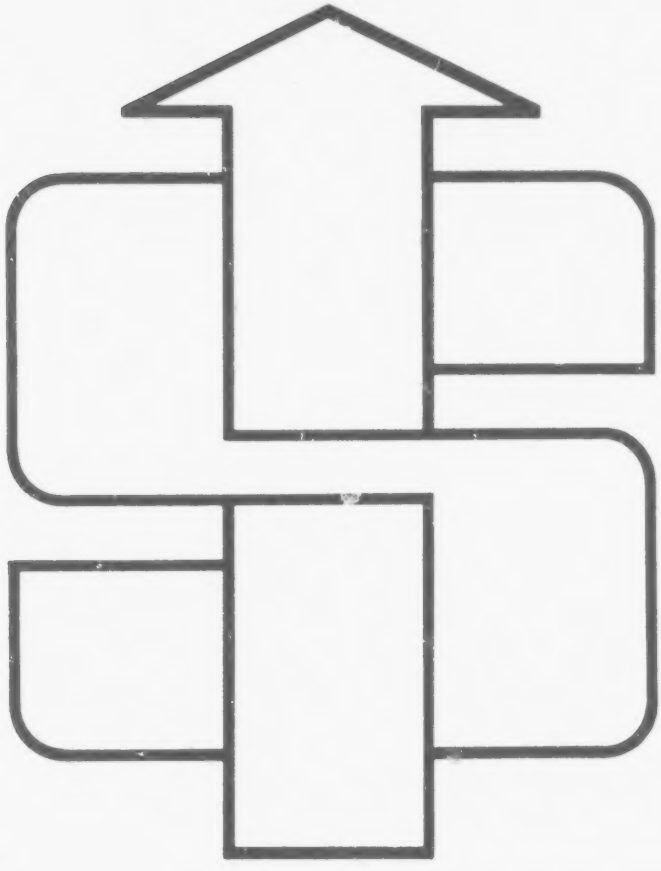
PROFESSIONAL ENGINEER

INCOME AND SALARY SURVEY 1985



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I. INTRODUCTION

This report represents the findings of the nineteenth national compensation survey conducted by the National Society of Professional Engineers. The eighteen previous surveys have covered the years 1952, 1954, 1956, 1958, 1960, 1962, 1964, 1967, 1969, 1971, 1973, 1975, 1977, 1979, 1981, 1982, 1983, and 1984. These surveys have proved to be of considerable value to engineering firms, industrial organizations, national engineering organizations, local and state governmental agencies, and the departments of the Federal Government, as well as the United States Congress. It is sincerely hoped that this report will be equally useful.

As have all surveys in this series starting in 1979, the present survey represents a sharp departure from earlier practice in this survey series. The definition of "income" was changed to permit the collection of the most up-to-date income figures possible. In earlier surveys, respondents were asked to estimate total income for the calendar year in question, including salary, commissions, and bonuses or fees. While overtime pay was not specifically requested as an addition to this figure, neither was it excluded, and it is assumed that the majority of respondents would have included overtime pay. In addition, previous questionnaires were so worded that income from secondary or part-time employment would have been included.

In this survey, respondents were asked to report their annual base salary from their primary employer as of January 1, 1985, plus additional cash income from that employer, except for overtime pay, for the preceding calendar year. Income from secondary and/or part-time employment was excluded. Finally, based on experience with the 1984 survey, a few changes were made in demographic variables.

The respondents who provided the information contained in this report were all members of the National Society of Professional Engineers, an organization of individual professional engineers. The National Society of Professional Engineers, containing 54 member state and territorial societies and over 500 local chapters, was organized in 1934 to advance the public interest and the promotion of the professional, social, and economic interests of the professional engineer.

The National Society of Professional Engineers acknowledges with grateful thanks the cooperation of the members of the Society in responding to the questionnaire. Dr. Steven Langer, Managing Consultant of Abbott, Langer & Associates, Chicago-based consultants in personnel management and industrial psychology, designed the survey questionnaire, directed the computer analysis of the data, and prepared the final report.

The survey was conducted under the supervision of the NSPE Professional Employment Committee, chaired by Donald Ledbetter, P.E.

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	Metropolitan Area	Highest Degree Earned	Length of Experience	Level of Professional Responsibility	Major Branch of Engineering	Job Function	Industry or Service of Employer	Registration Status	Level of Managerial Responsibility	Size of Organization
Highest Degree Earned										
Length of Experience		26								
Level of Professional Responsibility			35							
Major Branch of Engineering		38	27							
Job Function	61	39	28	59	53					
Industry or Service of Employer	48	36	29	45	54	57				
Registration Status		40	32							
Level of Managerial Responsibility			33			63	41			
Size of Organization				65		60				

II. HIGHLIGHTS

The median annual income (salary, fees, and cash bonuses and commissions) of survey participants was $45,760 annually. This represented an increase of 6.4% in the 12-month period since the preceding survey, greater than the 3.6% increase in the Consumer Price Index during the same period.

Naturally, individual incomes vary widely. For example, the incomes of NSPE members ranged from $30,585 at the first decile to $78,740 at the ninth decile.

Median income shows a consistent increase with increased engineering experience. The median income increased from $25,986 for respondents with under one year of experience to $55,000 for those with 30 years of experience or more.

Graduate engineering degrees resulted in higher earnings. Respondents holding doctorates had a median income of $55,435; those with the M.S. in engineering $47,000; and those with the B.S. in engineering $44,180. Professional engineers with the doctorate are earning 25.5% more than those with a B.S. in engineering.

The median annual income climbed regularly by engineering grade, from $28,050 for Engineers I and II to $77,000 for Engineer IX.

When median annual income was analyzed by major branch of engineering, those in petroleum and mining engineering (with a median annual income of $57,000) did significantly better than those in other branches, followed by those in chemical ($49,000) and nuclear ($48,228) engineering.

Civil engineers engaged primarily in surveying fared least well ($39,817), followed by safety engineers ($41,842). The median incomes of all other major branches of engineering ranged from $42,075 to $47,600.

Engineers in executive/administrative positions were the highest-paid respondents (with a median annual income of $55,000), followed by those in sales/marketing and R & D (both $46,000). Engineers working in the design field, in construction supervision, and in production/quality control/maintenance/etc. fared least well ($39,136–$40,584). Teaching/training and project study & analysis fell in the middle ($44,000 and $41,200 respectively).

Engineers employed by petroleum & coal product producers had a median income of $54,000, followed by those employed by pipeline utilities ($52,000), research organizations and laboratories ($50,400), and construction/real estate development firms ($50,000). The lowest median incomes were received by employees of state and local governments and the Federal Government ($37,826, $39,326, and $42,548 respectively), and manufacturers of fabricated metal and aerospace/aircraft products ($43,029 and $43,700 respectively). Median incomes in the remaining industry groups ranged from $44,000 to $49,382.

Those few P.E.'s who were also Registered Architects had a higher median income than those who were also Registered Land Surveyors ($49,411), had some other registration ($48,200), or had no other registration ($47,000). Those engineers without any professional registration or certification earned $40,126. The median annual income of engineers-in-training/engineer interns was $31,500.

Supervisory/managerial responsibility played an important part in determining income. For example, respondents in non-supervisory positions had a median income of $38,792, while those who supervised one or two engineers, scientists and/or technologists received $40,000. The median income of those with supervisory responsibility over engineers, scientists and/or technologists ranged from the $40,000 just mentioned to $68,000 for those who directed the activities of 50 or more such professionals.

The income of respondents with supervisory or managerial responsibility over clerical, construction, maintenance and/or production employees rose from $37,000 for those who supervised three to nine such subordinates to $50,000 for those who directed 50 or more such employees.

Managerial responsibility for 250 or more professional and non-professional employees resulted in a median income of $75,000.

Income by size of organization followed no general trend. Those respondents who were solo practitioners had a median annual income of $50,000. Those in organizations with under 100 employees had median incomes varying from $46,000 to $48,000. Those in organizations with 100 or more employees had median incomes varying from $45,000 to $49,564, median income tending to increase with size of organization but declining in the very largest organizations.

When income was analyzed by number of engineers in the organization, it was found that median income increased fairly regularly from $42,950 in organizations with one engineer to $47,808 in those with 500-plus engineers.

Geographically, the highest median incomes were found in Regions 6, 1, and 5 (with median incomes grouped between $46,800 and $48,000). The lowest median incomes were found in Regions 4, 3, and 2 ($42,100 to $45,000). This income relationship held true even when major metropolitan areas were excluded from the figures.

By metropolitan area, the highest median incomes ($50,000–$54,156) were found in San Francisco/Oakland, Houston, New York City, San Jose, Miami, Dallas/Ft. Worth, Los Angeles/Long Beach/San Diego, and Boston. The lowest median incomes ($41,536–$44,223) were found in Cincinnati, St. Louis, Kansas City, Tampa/St. Petersburg, and Cleveland.

In 1984, 5.9% of respondents were promoted and 4.3% changed employers. Of the remainder, the median increase in base salary was in the 5.0–6.9% range—with the middle-half falling between 3.0% and 9.9%.

Almost one-half of respondents reported the economic health of their employer to be much improved or somewhat improved over a year ago; less than 16% reported that it became worse. Over one-half expected the economic health of their employer to improve in 1985; about one-tenth expected it to get worse.

Over 38% reported an increase in the number of engineers employed by their organization in 1984; less than one-quarter reported a decrease. Almost one-half expect the number of engineers employed by their organization to increase in 1985; under 15% expect the number to decrease.

III. DEFINITIONS

Income, as defined for this report, constitutes the individual's *annual base salary* from his or her *primary* employer as of January 1, 1985, *plus additional cash income* from the individual's primary job (including fees, bonuses, and commissions, but excluding overtime pay and income from secondary or part-time employment) during the preceding 12-month period.

In each table, the words "number reported" refer to the usable number of responses from which the statistics were derived for the data line in which that specific number appears.

The term "mean," as used herein, indicates that the annual incomes of all individuals in a group were added together and the total divided by the number of individuals involved. This measure of central tendency can be unduly influenced by a few very high or very low data. While the mean is more convenient for the purpose of certain statistical calculations, greater consideration should be given to the median for comparison purposes, especially when the sample size is small.

As is usually the case, the "median" is defined as the value of the middle item (or the average of the two middle items) of a group of values when they are arrayed from largest to smallest. The advantage of the median is that it provides a measure of central tendency that is not unduly influenced by a few very high or very low data (in this case, atypical annual incomes).

"Quartiles" and "deciles" are measures of dispersion. When all of the incomes are arranged from the highest to the lowest, the first quartile is that income below which 25% of the incomes fall. Likewise, the third quartile is the figure below which 75% of the incomes fall. Ten percent of the incomes fall below the first decile; 90% below the ninth decile.

All other items can be defined by reference to the cover letter and Instruction Book which appear in Appendix A.

IV. METHODOLOGY

The 1985 questionnaire (reproduced in Appendix A) was mailed to 60,624 members of the National Society of Professional Engineers in January 1985. Returns received through March 11, 1985, were processed. The total number of questionnaires returned prior to the cut-off date was 14,160, a 23.4% response rate. This is a very good rate of response and compares favorably with the 26% response rate in 1984 and the 28% rate of response in 1983, especially considering the general decline in survey response rates in recent years.

A total of 1,359 (9.6%) of the responses were eliminated from the survey for one of the following reasons: no income data or insufficient income data were reported by the respondent; the respondent was on active duty in the Armed Forces, a full-time student, or retired; or the individual was unemployed for all or part of the 12-month period being surveyed. For the purposes of analysis, 12,801 questionnaires were considered usable.

Not every participant provided all of the information requested. If the participant provided complete income data and data on at least one demographic variable, the questionnaire was included in the study. The result of this decision, which in no way lessens the validity of the data reported, is that the total number of cases varies slightly from one table to another.

An infrequent anomaly appears to exist in the income statistics reported for a few of the smaller "sub-groups." Analysis of the data indicates that an extremely small number of survey participants reported incomes considerably at variance from what would ordinarily be expected for individuals with a reported demographic characteristic, a common failing of "self-report type" surveys. Regretfully, it was not possible to identify and delete such responses from the computer tape economically. Fortunately, these cases have no appreciable effect upon the medians or quartiles reported for major sub-samples.

Data for sub-groups of extremely small size lack statistical validity. However, such data can provide a guideline if the data are consistent with related information. Therefore, for the convenience of the reader, data are reported for sub-groups with as few as five respondents therein.

To provide maximum data in the space allocated for Appendix B, the computer program for that part of the study was modified to eliminate any line of data for which the sample size was less than five. This resulted in the elimination of many lines of data and some entire subtables and tables.

V. INTERPRETING THE DATA

Despite the fact that participation was good, both in number of participants and percentage of participants, it is recommended that data for all pertinent variables be considered simultaneously when the data are interpreted—especially where the sample size of a sub-group is extremely small.

In some small sub-groups of respondents, one or more individuals reported incomes considerably higher or lower than that of the remaining individuals in the sub-group. This unduly influenced the mean for each such sub-group. Therefore, whenever the sample is small and there is a considerable difference between the mean and median in a line of data, greater weight should usually be given to the median than to the mean.

Where the information reported in a line of data appears inconsistent with that of related data lines (e.g., the income of respondents with B.S. degrees in non-engineering fields versus those with B.S. degrees in engineering), the relative sample size of each data line should be given greater consideration. More confidence should be placed in the data line having the larger sample size; however, the "rule of reason" should govern.

As the definitions imply, one-half of the respondents were paid more than the median, one-quarter more than the third quartile, and 10% more than the ninth decile. Naturally, length of service and individual capability play a large part in determining an individual's specific income level. Further, as a matter of policy, many employers deliberately set pay rates above the average in order to attract and retain the best possible employees. Therefore, the fact than an individual's salary is above some otherwise-appropriate statistic need not be a matter of concern.

VI. COMPENSATION

Income

As of January 1, 1985, the median total annual income of participants in the 1985 NSPE survey was $45,760 (including salaries, fees, cash bonuses, and commissions received from the respondents' primary jobs during the preceding 12-month period—but specifically excluding overtime pay). This represented an increase of 6.4% in the 12-month period since the preceding survey, greater than the 3.6% increase in the Consumer Price Index during the same period.

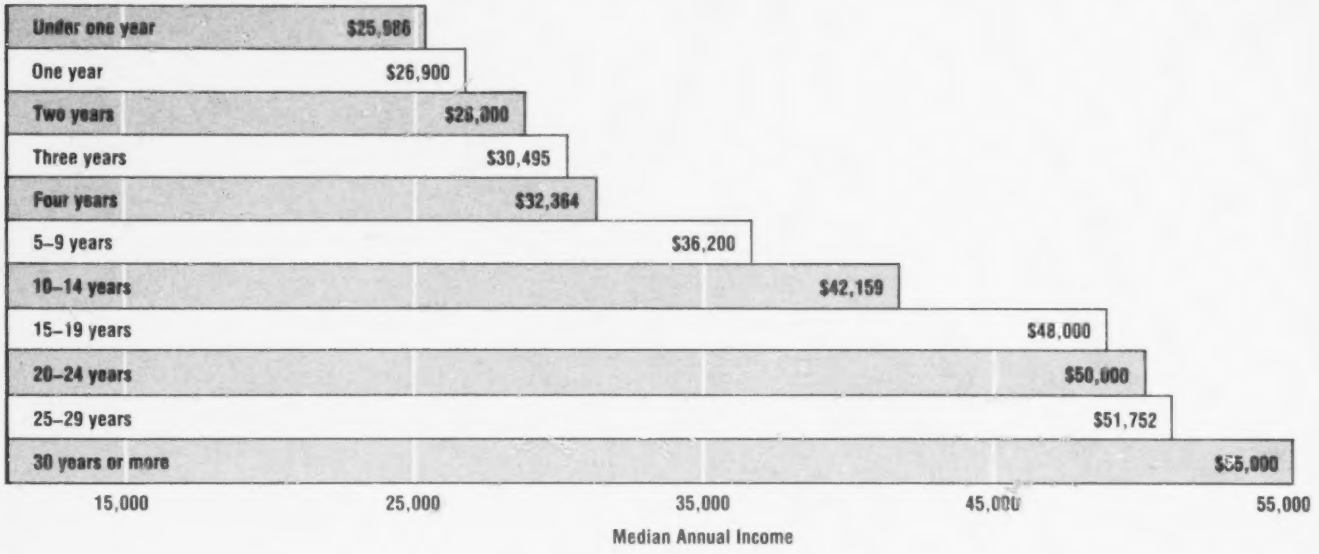
Individual incomes varied widely. As is shown in Exhibit 1, 10% of respondents earned under $30,585, while 10% earned $78,740 or more.

Exhibit 1. Income Statistics

	1/1/84	1/1/85
Number Reporting	14,108	12,801
Mean Income	$48,484	$52,397
Fractiles:		
First Decile	$29,350	$30,585
First Quartile	$35,000	$36,832
Median	$43,017	$45,760
Third Quartile	$54,947	$58,800
Ninth Decile	$72,000	$78,740

	All Members Responding							Full-Time Salaried Employees Only	
Variable & Category	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
All Such Respondents	12,801	$52,397	$30,585	$36,832	$45,760	$58,800	$78,740	9,777	$43,560

EXHIBIT 2. Income by Length of Experience



Length of Experience

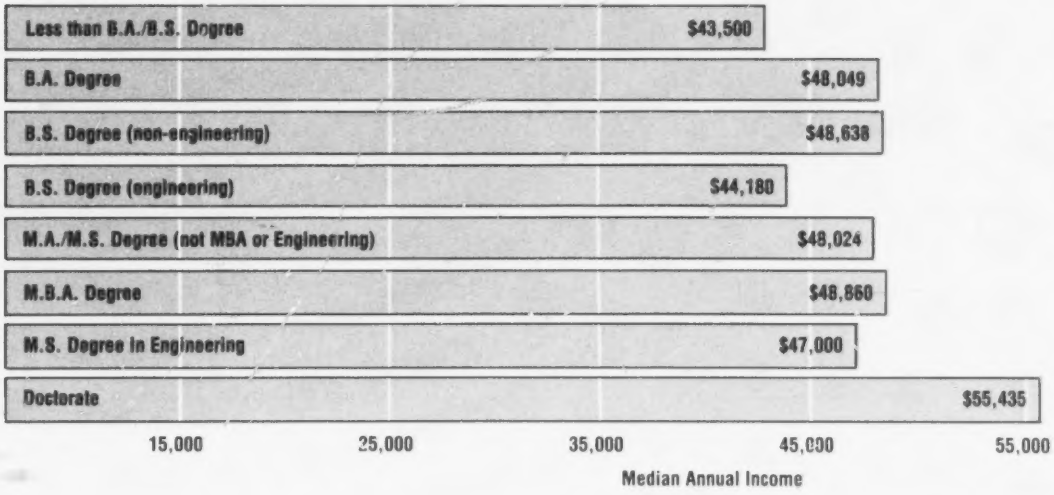
Median income showed a consistent increase with increased engineering experience. As is shown in Exhibit 2, the median income of respondents increased regularly from $25,986 for those with under one year of experience (no change from last year's survey) to $55,000 for those with 30 years of experience or more (up 5.8%). This is a 111.7% "spread," as compared to the 100.0% "spread" found in the 1984 survey, the 94.2% found in 1983, the 87.3% found in 1982, the 97.9% found in 1981, and the 111.4% found in 1979. It represents an average increase of about 3.7% per year of experience, consistent with findings in this survey series and other engineering studies.

Earnings differences increased with the number of years of experience and were greatest in the most experienced groups. The inter-quartile range (the difference between the first and third quartiles), which is the best measure of the income range, increased from $5,799 (25.2%) for those with under one year of experience to $13,515 (37.0%) for those with 10–14 years of experience, $21,000 (50.0%) with 20–24 years of experience, and $27,169 (62.0%) with 30 years of experience or more.

One finding, consistent with most previous surveys in this series, is that the earnings of the lowest-paid group (i.e., the first decile) remain at a constant level, regardless of additional experience over 15 years. Among the highest paid (i.e., the ninth decile), on the other hand, added years of experience resulted in increased annual earnings of $25,000 (one-third) from 15–19 years of experience to 30 years of experience or more.

	All Members Responding							Full-Time Salaried Employees Only	
Length of Experience	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Under One Year	67	$27,228	$18,816	$23,027	$25,986	$28,826	$33,680	62	$25,620
One Year	103	$29,424	$21,813	$23,720	$26,900	$29,917	$37,346	97	$26,520
Two Years	228	$29,635	$22,024	$24,455	$28,000	$31,170	$35,440	219	$28,000
Three Years	225	$31,887	$23,400	$27,038	$30,495	$34,200	$39,000	212	$30,498
Four Years	272	$34,988	$25,000	$28,850	$32,364	$35,808	$40,900	259	$32,327
Five through Nine Years	1,800	$38,082	$28,020	$32,000	$36,200	$41,775	$49,012	1,656	$36,000
10 through 14 Years	2,022	$45,836	$32,000	$36,485	$42,159	$50,000	$60,242	1,689	$41,700
15 through 19 Years	1,476	$53,144	$36,000	$40,539	$48,000	$58,000	$75,000	1,138	$46,182
20 through 24 Years	1,570	$57,014	$36,000	$42,000	$50,000	$63,000	$82,750	1,101	$48,000
25 through 29 Years	1,739	$58,019	$36,000	$43,000	$51,752	$65,000	$86,000	1,222	$50,014
30 Years or More	3,291	$64,426	$36,000	$43,831	$55,000	$71,000	$100,000	2,116	$52,000

EXHIBIT 3. Income by Level of Education



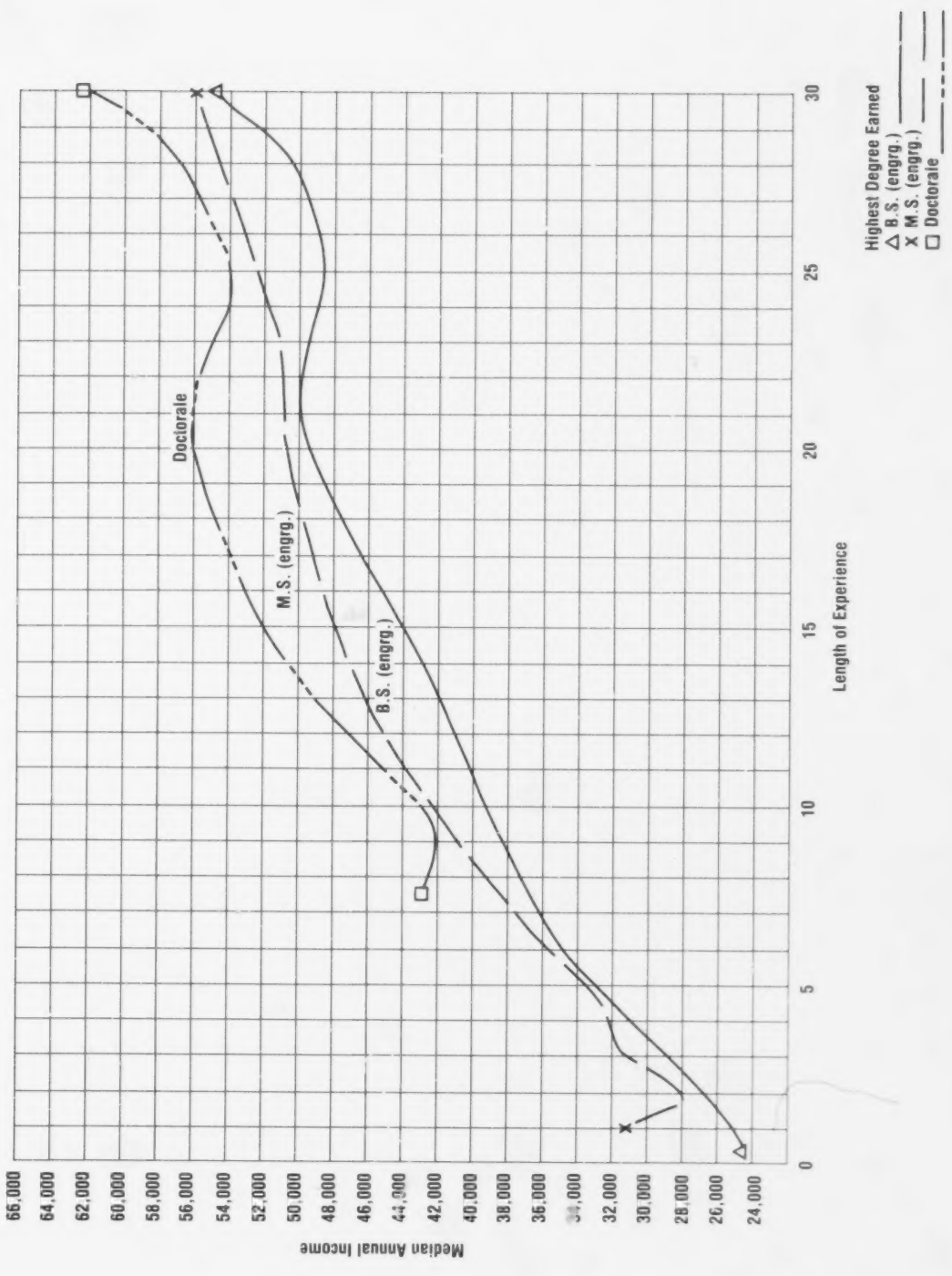
Level of Education

Median income by level of education earned is reported in Exhibit 3. As is obvious, the general rule is that increased education in the engineering field results in higher earnings. Respondents holding doctorates had a median income of $55,435 (up 5.4% since last year's survey); those with the M.S. in engineering $47,000 (up 4.4%); and those with the B.S. in engineering $44,180 (up 5.8%). Those holding the doctorate were earning 25.5% more than those with a B.S. in engineering; the comparable figures in previous years are 24.5% in 1984, 24.9% in 1983, 21.0% in both 1982 and 1981, and 20.7% in 1979.

NSPE members holding the MBA degree had a higher median income than those holding the M.S. in engineering. However, a higher percentage of MBA graduates are in executive/administrative jobs, an area which pays better than straight engineering. The same holds true of BA/BS graduates versus engineering graduates at the baccalaureate level.

	All Members Responding							Full-Time Salaried Employees Only	
Level of Education	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Less than BA/BS Degree	363	$50,184	$30,000	$36,127	$43,500	$54,000	$71,200	255	$42,000
B.A. Degree	244	$56,190	$32,780	$39,578	$48,049	$65,000	$89,026	150	$45,250
B.S. Degree (non-engineering)	188	$54,695	$31,032	$36,593	$48,638	$61,673	$75,840	143	$48,000
B.S. Degree (engineering)	7,740	$50,878	$29,900	$35,640	$44,180	$57,000	$76,470	6,157	$42,000
MA/MS Degree (not MBA or engineering)	421	$52,747	$32,893	$40,000	$48,024	$59,400	$75,000	336	$46,300
MBA Degree	595	$54,016	$34,000	$39,703	$48,860	$60,000	$79,000	509	$47,700
M.S. Degree in Engineering	2,499	$54,335	$32,000	$38,500	$47,000	$59,997	$80,000	1,916	$45,250
Doctorate	619	$61,082	$38,488	$45,527	$55,435	$69,665	$86,678	221	$56,000

EXHIBIT 4. Income by Length of Experience and Highest Degree Earned



Length of Experience and Highest Degree Earned

Income by engineering experience vs. level of education for the three largest groups by degree held is reported graphically and in tabular form in Exhibit 4 and, for all degrees investigated, in tabular form in Appendix B.

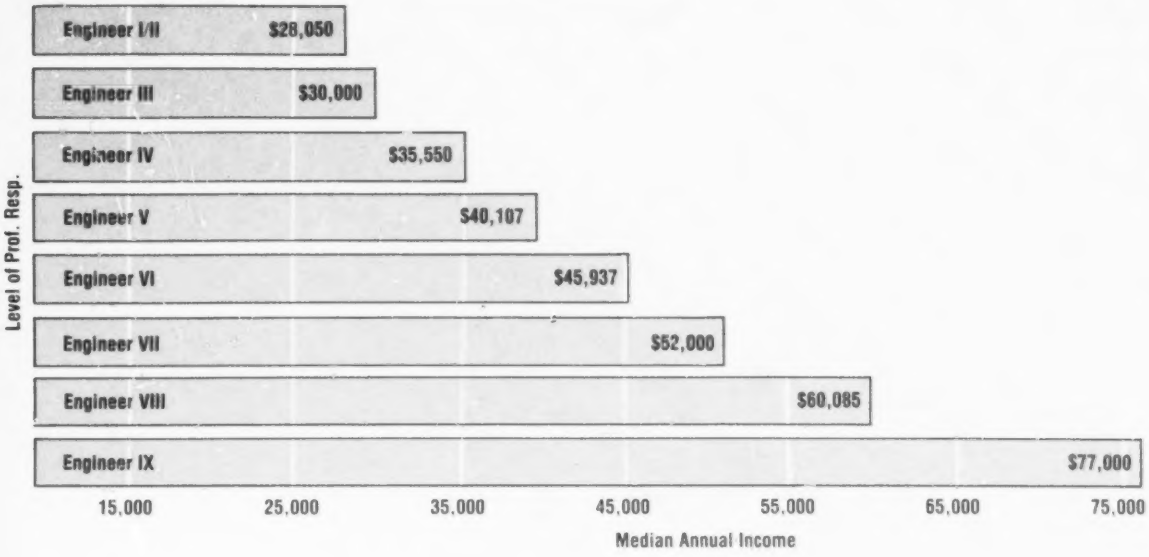
The curves by median income for the BS in engineering, MS in engineering, and Ph.D. are fairly smooth and follow the relationship that might be expected. One minor anomaly in income has appeared, undoubtedly due to a very small sample size in two sub-groups.

Between five through nine years of experience (below which there are not sufficient data for doctoral degrees for realistic analysis) and 30 years of experience or more, the "spreads" of median income for the BS (engineering), MS (engineering), and Ph.D. were 52.5%, 52.5%, and 46.9% respectively.

Exhibit 4. Income by Length of Experience and Highest Degree Earned

Variable & Category	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
B.S. Degree (engineering)							
Under One Year	59	$26,360	$18,584	$22,369	$25,500	$28,575	$32,240
One Year	86	$28,125	$21,834	$23,420	$26,410	$29,140	$33,846
Two Years	196	$28,895	$21,866	$24,298	$27,950	$30,820	$34,350
Three Years	179	$30,833	$23,260	$26,751	$30,200	$33,493	$38,004
Four Years	197	$35,217	$24,590	$28,590	$32,000	$35,706	$39,904
Five through Nine Years	1,224	$37,469	$27,848	$31,609	$35,810	$40,760	$48,000
10 through 14 Years	1,206	$44,712	$31,514	$36,000	$41,665	$48,690	$60,000
15 through 19 Years	750	$52,137	$35,524	$40,000	$45,788	$56,945	$74,595
20 through 24 Years	822	$56,037	$35,880	$41,600	$49,815	$61,812	$80,290
25 through 29 Years	1,016	$57,426	$36,000	$41,702	$50,000	$63,790	$87,000
30 Years or More	2,001	$64,101	$35,876	$43,875	$54,600	$71,000	$101,040
M.S. Degree in Engineering							
One Year	13	$29,673	$21,120	$25,205	$31,040	$32,834	$37,919
Two Years	20	$29,734	$24,300	$25,655	$28,110	$33,022	$39,310
Three Years	31	$36,008	$25,840	$27,813	$31,500	$35,123	$42,200
Four Years	48	$33,265	$25,590	$29,089	$32,480	$35,600	$41,266
Five through Nine Years	354	$38,382	$28,980	$32,000	$37,175	$42,000	$49,775
10 through 14 Years	467	$48,131	$33,000	$37,725	$42,972	$50,932	$62,842
15 through 19 Years	363	$53,297	$36,993	$42,102	$49,700	$57,724	$71,600
20 through 24 Years	352	$57,811	$36,414	$42,206	$50,603	$65,100	$90,000
25 through 29 Years	301	$60,463	$39,620	$45,384	$54,550	$68,025	$90,240
30 Years or More	546	$69,507	$37,982	$45,120	$56,700	$73,340	$107,660
Doctorate							
Five through Nine Years	32	$42,447	$32,509	$36,800	$42,549	$48,900	$54,300
10 through 14 Years	43	$47,632	$32,600	$39,146	$44,120	$56,830	$64,300
15 through 19 Years	99	$60,550	$40,000	$46,888	$55,000	$71,515	$89,200
20 through 24 Years	117	$61,005	$38,744	$45,841	$55,555	$66,538	$78,760
25 through 29 Years	118	$61,870	$41,229	$48,000	$56,667	$75,000	$86,540
30 Years or More	201	$67,765	$40,102	$50,000	$62,500	$75,875	$93,033

EXHIBIT 5. Income by Level of Professional Responsibility



Level of Professional Responsibility

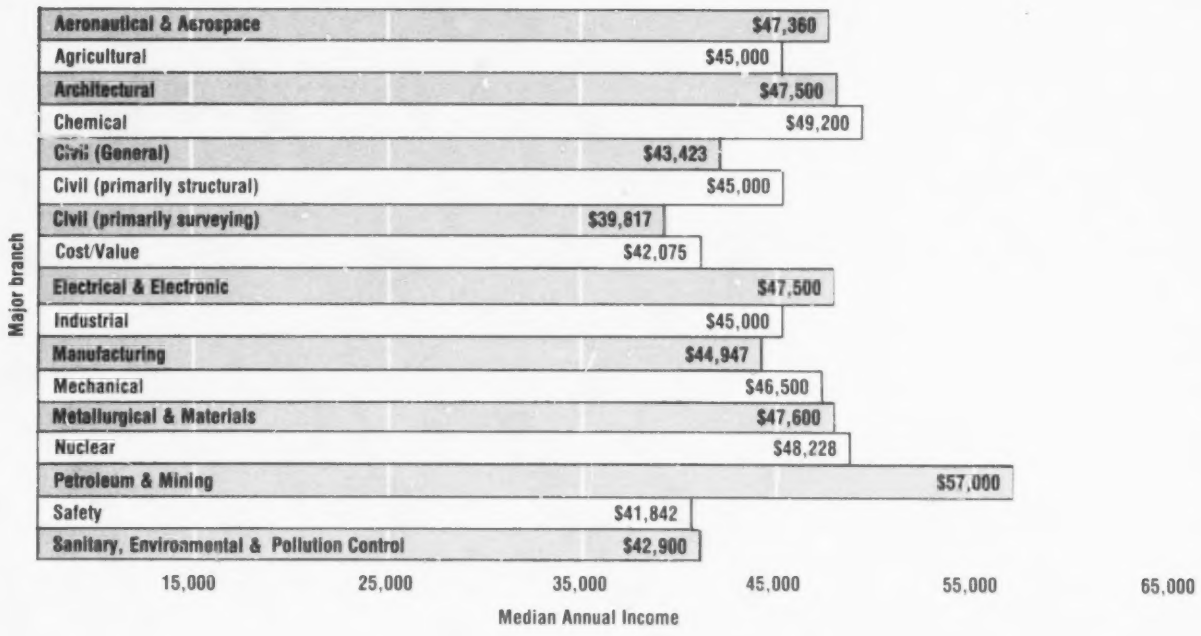
Of all survey participants, 92.4% were able to match their level of professional responsibility to one of the engineering grades defined in the Instruction Book (see Appendix A). (Of the remaining 7.6%, some did not respond. Others indicated that their position encompassed or fell between two levels or that their level of professional responsibility was not adequately described.)

As might be expected, NSPE members fall primarily into the higher grades (Engineer IV through VIII), with the median member falling into Engineer VI. (It should be noted that respondents' "self-grading" may not always be accurate, despite the detailed guidelines furnished in this and previous surveys.)

Exhibit 5 reports income by engineering grade. The graph follows the shape expected, rising from a median of $28,050 for Engineer I/II (up 6.3% in the past year) to $77,000 for Engineer IX (up 10.0%). This is a 174.5% "spread," greater than the 165.2%, 162.0%, 160.2%, and 160.3% "spreads" found in 1984, 1983, 1982, and 1981 respectively, and slightly higher than the 173.4% found in 1979. (A more extensive exhibit reporting income by engineering grade vs. length of experience appears in Appendix B.)

	All Members Responding							Full-Time Salaried Employees Only	
Level of Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Engineer I/II	156	$30,241	$21,593	$24,180	$28,050	$31,620	$37,930	143	$27,650
Engineer III	582	$31,572	$23,100	$26,300	$30,000	$34,700	$39,600	551	$30,000
Engineer IV	1,783	$37,359	$27,096	$30,902	$35,550	$40,899	$48,000	1,638	$35,330
Engineer V	2,394	$42,436	$31,000	$35,140	$40,107	$46,800	$54,802	2,122	$40,000
Engineer VI	2,404	$48,779	$35,000	$40,000	$45,937	$53,590	$64,020	1,944	$45,500
Engineer VII	1,964	$56,315	$39,349	$45,000	$52,000	$61,098	$77,000	1,401	$51,150
Engineer VIII	1,656	$66,733	$42,012	$50,000	$60,085	$75,000	$99,880	1,008	$59,500
Engineer IX	892	$91,162	$50,000	$60,000	$77,000	$103,300	$145,150	416	$68,000

EXHIBIT 6. Income by Major Branch of Engineering



Major Branch of Engineering

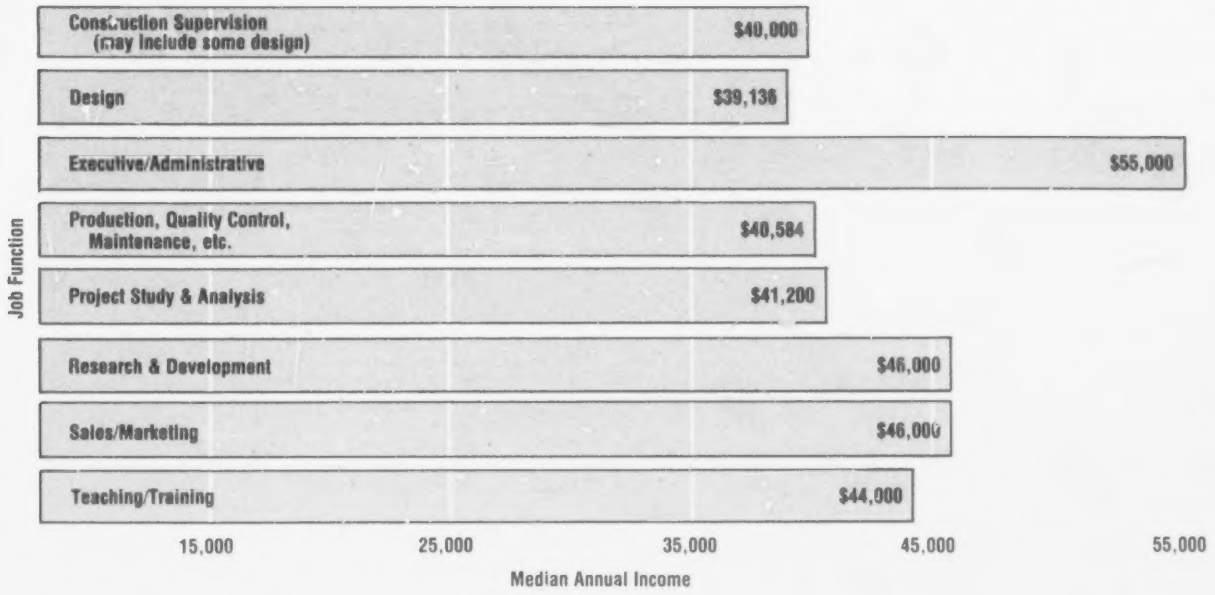
The highest median incomes by major branch of engineering went to those respondents working in petroleum & mining engineering ($57,000—up 11.6% from last year, which was down 2.7% from the previous year, a probable survey error), chemical engineering ($49,000—up 4.3%), and nuclear engineering ($48,228—up 1.2%).

At the other end of the spectrum were those employed primarily in surveying ($39,817—up 9.4%), safety engineering ($41,842—up 4.6%), cost/value engineering ($42,075—down 4.3%, based on a relatively small sample), and sanitary engineering—including environmental & pollution control ($42,900—up 5.9%). The remaining ten major branches of engineering surveyed had median incomes ranging from $43,423 to $47,600.

Income statistics are shown both graphically and in tabular form in Exhibit 6. (A more extensive exhibit reporting income by major branch of engineering vs. length of experience appears in Appendix B.)

	All Members Responding							Full-Time Salaried Employees Only	
Major Branch of Engineering	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Aeronautical & Aerospace	136	$50,960	$31,500	$36,028	$47,360	$56,450	$70,337	114	$46,601
Agricultural	139	$45,370	$28,200	$35,000	$45,000	$52,386	$64,208	83	$39,500
Architectural	111	$54,286	$28,000	$37,000	$47,500	$61,375	$80,000	58	$45,750
Chemical	476	$55,920	$32,802	$39,000	$49,200	$63,000	$82,900	387	$47,508
Civil (General)	3,898	$50,606	$29,800	$35,164	$43,423	$56,000	$77,470	2,932	$40,990
Civil (primarily Structural)	1,052	$52,007	$28,728	$35,000	$45,000	$60,000	$79,860	700	$41,010
Civil (primarily Surveying)	119	$45,287	$23,700	$28,643	$39,817	$51,200	$68,100	57	$34,940
Cost/Value	58	$45,308	$31,450	$35,639	$42,075	$51,500	$68,160	52	$42,075
Electrical & Electronic	2,104	$52,890	$32,500	$39,357	$47,500	$58,935	$75,000	1,733	$46,695
Industrial	225	$50,234	$29,000	$35,478	$45,000	$56,100	$74,860	174	$42,000
Manufacturing	149	$54,048	$29,248	$35,806	$44,947	$56,000	$78,100	130	$43,906
Mechanical	2,336	$53,869	$32,131	$38,032	$46,500	$60,000	$80,000	1,805	$44,800
Metallurgical & Materials	63	$53,168	$28,773	$35,535	$47,600	$57,625	$72,600	43	$46,900
Nuclear	115	$51,445	$35,000	$40,005	$48,228	$60,000	$68,000	103	$48,000
Petroleum & Mining	291	$67,435	$35,491	$43,399	$57,000	$75,375	$106,800	207	$53,240
Safety	39	$48,372	$30,400	$35,575	$41,842	$46,075	$75,334	33	$41,040
Sanitary, Environmental & Pollution Control	640	$48,886	$29,069	$35,163	$42,900	$55,000	$74,000	519	$40,500

EXHIBIT 7. Income by Job Function



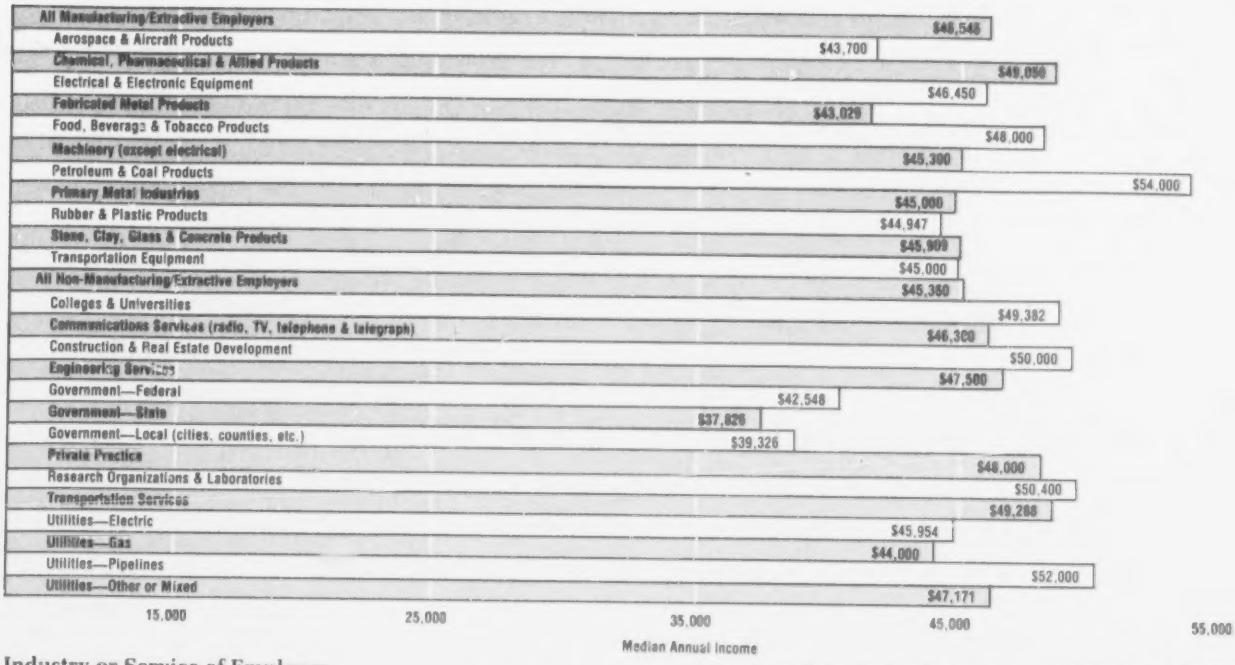
Job Function

As in the past, median annual income was highest for respondents in executive/administrative job functions ($55,000—up 7.8% in the past year), followed by that of those in sales/marketing and R & D (both $46,000—up 5.8% and 7.0% respectively). The lowest median incomes were received by those in design ($39,136—up 4.4%), construction supervision ($40,000—up 5.3%), and production/quality control/maintenance ($40,584—up 6.3%). As usual, teaching/training and project study & analysis fell between those two groups, with median incomes of $44,000 and $41,200 (up 9.7% and 3.5% respectively).

A comparison of median incomes by job function appears in Exhibit 7. An expanded version of this exhibit (with "breakouts" of income by length of experience, geographic area, etc.) appears in Appendix B.

	All Members Responding							Full-Time Salaried Employees Only	
Job Function	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Construction Supervision (may include some design)	871	$44,167	$27,626	$33,385	$40,000	$49,481	$61,100	770	$39,905
Design	2,836	$42,565	$27,800	$32,585	$39,136	$48,000	$60,000	2,316	$37,884
Executive/Administrative	5,121	$63,954	$37,000	$44,280	$55,000	$71,304	$100,000	3,514	$51,400
Production, Quality Control, Maintenance, etc.	703	$42,944	$30,000	$34,057	$40,584	$48,438	$58,000	673	$40,500
Project Study & Analysis	1,013	$44,599	$29,394	$35,000	$41,200	$50,000	$59,550	905	$40,710
Research & Development	535	$48,045	$32,410	$37,867	$46,000	$54,265	$67,793	477	$45,400
Sales/Marketing	409	$49,645	$32,195	$38,517	$46,000	$57,000	$69,200	334	$45,000
Teaching/Training	307	$45,798	$29,930	$35,793	$44,000	$53,600	$65,000	21	$44,000

EXHIBIT 8. Income by Industry or Service of Employer

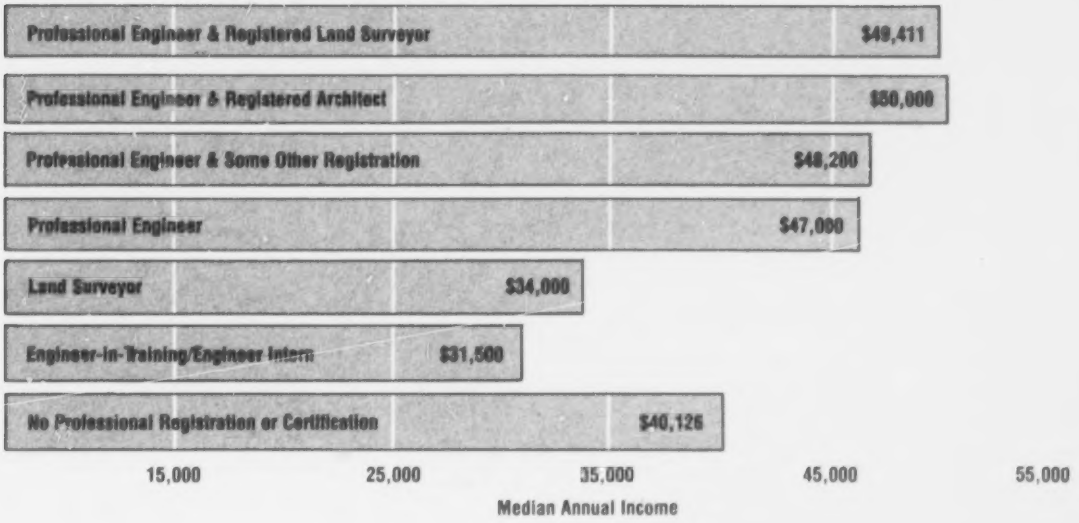


Industry or Service of Employer

Respondents employed by petroleum & coal product producers had the highest median income ($54,000—up 6.6% since last year's survey) of the 25 specific industry groups studied, followed by those employed by pipeline utilities ($52,000—up 8.4%), research organizations and laboratories ($50,400—up 10.1%), and construction & real estate development firms ($50,000—up 7.3%). Those receiving the lowest median incomes were employed by state and local governments and the Federal Government ($37,826, $39,326, and $42,548 respectively—up 2.2%, 4.4%, and 4.1%); and manufacturers of fabricated metal products and aerospace & aircraft products ($43,029 and $43,700—up 4.9% and 6.0% respectively). Respondents in all remaining employer groups had median annual incomes ranging from $44,000 to $49,382. Exhibit 8 reports income data by industry or service of employer for all manufacturing firms, all non-manufacturing organizations, and 25 specific types of employer.

	All Members Responding							Full-Time Salaried Employees Only	
Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
All Manufacturing/Extractive Employers	3,034	$53,568	$31,980	$37,500	$46,545	$60,000	$79,800	2,743	$45,400
Aerospace & Aircraft Products	281	$48,155	$31,182	$36,519	$43,700	$54,000	$63,200	263	$43,264
Chemical, Pharmaceutical & Allied Products	332	$56,078	$33,952	$40,000	$49,050	$64,000	$82,950	314	$48,025
Electrical & Electronic Equipment	487	$53,252	$30,717	$36,885	$46,450	$59,789	$75,821	441	$45,552
Fabricated Metal Products	342	$50,575	$30,352	$35,320	$43,029	$55,000	$77,300	302	$42,000
Food, Beverage & Tobacco Products	141	$53,046	$34,030	$41,250	$48,000	$58,335	$75,520	129	$47,625
Machinery (except electrical)	196	$52,158	$30,543	$38,232	$45,300	$58,448	$83,250	172	$43,918
Petroleum & Coal Products	448	$63,023	$34,760	$40,466	$54,000	$72,050	$102,000	377	$50,500
Primary Metal Industries	123	$49,466	$32,376	$38,700	$45,000	$55,000	$67,480	116	$44,550
Rubber & Plastic Products	59	$52,080	$35,172	$37,578	$44,947	$60,000	$79,000	56	$43,948
Stone, Clay, Glass & Concrete Products	121	$52,534	$32,360	$36,780	$45,909	$59,700	$78,920	110	$44,700
Transportation Equipment	159	$50,419	$31,440	$37,433	$45,000	$53,475	$70,462	151	$44,000
All Non-Manufacturing/Extractive Employers	9,747	$52,013	$30,139	$36,500	$45,360	$58,200	$78,000	7,030	$43,000
Colleges & Universities	516	$51,330	$32,076	$39,925	$49,382	$60,000	$74,790	77	$46,400
Communications Services (radio, TV, telephone & telegraph)	201	$52,669	$33,395	$39,595	$46,300	$59,000	$81,485	183	$46,000
Construction & Real Estate Development	644	$62,264	$31,210	$39,000	$50,000	$72,000	$103,438	434	$45,500
Engineering Services	1,601	$53,265	$30,000	$37,000	$47,500	$60,925	$80,200	1,266	$45,000
Government—Federal	670	$43,694	$30,589	$35,639	$42,548	$50,000	$59,266	662	$42,548
Government—State	542	$38,571	$26,346	$32,000	$37,826	$43,848	$51,000	521	$37,707
Government—Local (cities, counties, etc.)	832	$40,631	$28,646	$33,555	$39,326	$46,400	$53,901	816	$39,308
Private Practice	2,903	$57,459	$30,000	$37,000	$48,000	$65,000	$93,000	1,369	$41,600
Research Organizations & Laboratories	119	$54,220	$32,900	$42,513	$50,400	$60,375	$77,360	110	$49,895
Transportation Services	72	$57,796	$34,710	$40,000	$49,288	$60,130	$75,060	65	$45,929
Utilities—Electric	932	$49,484	$33,270	$38,513	$45,954	$55,375	$67,283	907	$45,700
Utilities—Gas	151	$48,835	$32,150	$36,853	$44,000	$54,369	$65,129	145	$43,350
Utilities—Pipelines	81	$56,895	$34,596	$39,975	$52,000	$64,850	$83,660	75	$51,000
Utilities—Other or Mixed	228	$51,945	$31,930	$38,970	$47,171	$58,717	$75,000	213	$45,800

EXHIBIT 9. Income by Registration Status



Registration Status

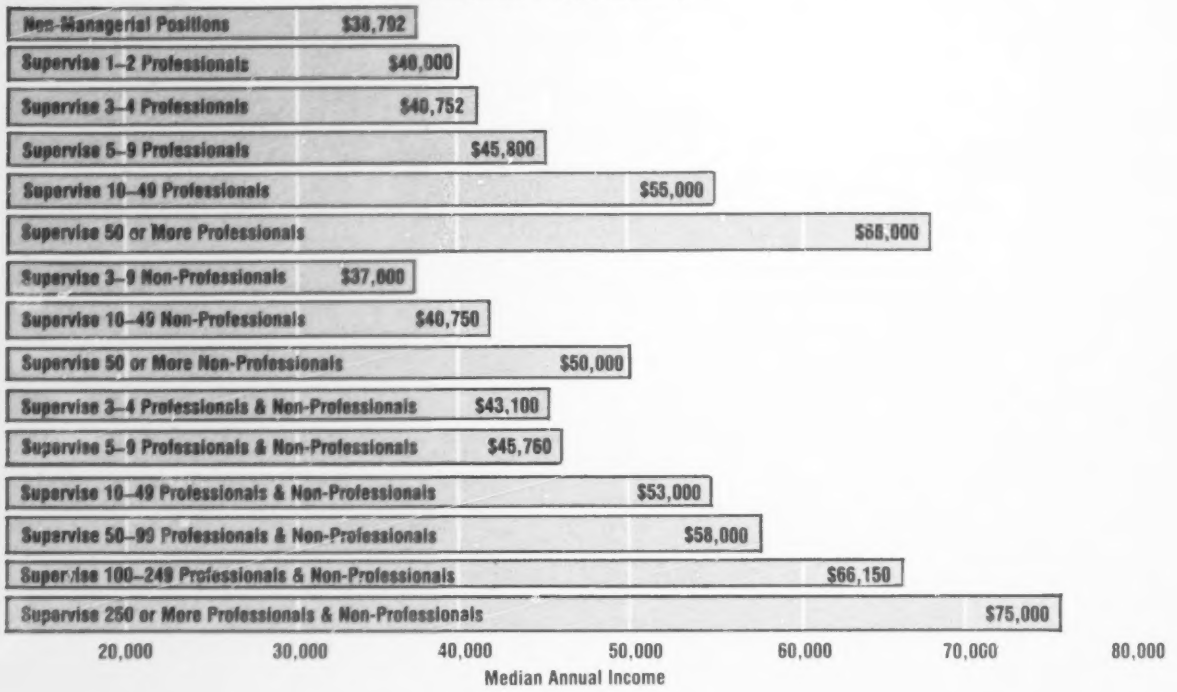
Only 1.7% of respondents were not registered or certified. As is to be expected, 88.9% were P.E.'s, with 11.6% being both P.E.'s and Registered Land Surveyors, only 0.5% being both P.E.'s and Registered Architects, and 4.9% holding both the P.E. and some other registration. The remaining participants who provided this information were Engineers-in-Training/Engineer Interns (who composed 9.1% of the sample), and Land Surveyors (0.2%).

Exhibit 9 reports income by registration-certification status. Those few respondents who were both P.E.'s and Registered Architects enjoyed the highest median annual income ($50,000). P.E.'s who were also Registered Land Surveyors or some other registration followed, with median incomes of $49,411 and $48,200 respectively. P.E.'s without other licenses had a median income of $47,000. Unregistered-uncertified individuals had a median income of $40,126. The median income of the few Land Surveyors reporting was $34,000. Engineers-in-Training/Engineer Interns had the lowest median income ($31,500).

An extensive exhibit containing data on income by registration status vs. length of experience appears in Appendix B.

	All Members Responding							Full-Time Salaried Employees Only	
Registration Status	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Professional Engineer & Registered Land Surveyor	1,478	$57,643	$32,330	$39,000	$49,411	$64,800	$91,736	836	$44,000
Professional Engineer & Registered Architect	63	$59,782	$29,763	$35,413	$50,000	$67,625	$99,800	19	$46,000
Professional Engineer & some other registration	625	$58,622	$33,400	$39,420	$48,200	$62,598	$88,000	441	$47,000
Professional Engineer	9,185	$53,676	$33,000	$38,889	$47,000	$60,000	$79,800	7,133	$45,360
Land Surveyor	31	$42,740	$22,600	$27,768	$34,000	$52,000	$67,099	18	$30,275
Engineer-In-Training/Engineer Intern	1,166	$33,447	$23,300	$27,000	$31,500	$37,000	$44,815	1,112	$31,500
No Professional Registration or Certification	216	$46,115	$27,725	$32,395	$40,126	$49,614	$65,000	186	$39,850

EXHIBIT 10. Income by Supervisory/Managerial Responsibility



Supervisory/Managerial Responsibility

Over three-quarters of the respondents who provided this information had clear-cut supervisory or managerial responsibility, to a greater or lesser degree. This responsibility played an important part in determining income.

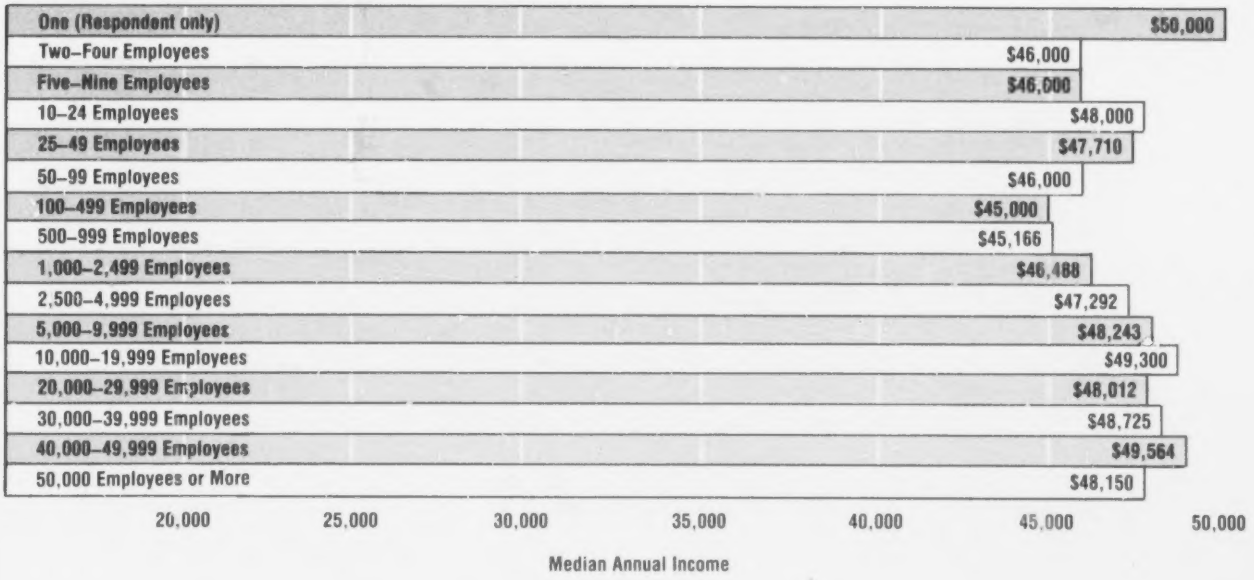
The income data by such responsibility contain no surprises, increasing regularly with increased supervisory/managerial responsibility—except that the median income of non-supervisory positions is slightly higher than that of positions with the lowest level of supervisory responsibility over non-professionals (which may represent, in part, foreman positions). As is usual, supervision of engineering & other professional personnel is reflected in higher earnings than is supervision of clerical, construction, maintenance, and production personnel, given the same number of subordinates.

Respondents in non-supervisory positions had a median income of $38,792 (up 5.1% in the last year), while the median income of those with supervisory or managerial responsibility over engineers, scientists, and/or technologists increased regularly from $40,000 (up 5.3%) for those who supervised one or two such professionals to $68,000 (up 5.4%) for those who directed the activities of 50 or more such professionals.

Supervision of both professionals and non-professionals resulted in a median income of $43,100 (with only three or four subordinates, increasing regularly to $75,000 for the group which managed 250 or more such subordinates).

	All Members Responding							Full-Time Salaried Employees Only	
Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Non-Managerial Positions	2,479	$41,124	$28,000	$32,310	$38,792	$46,699	$56,000	2,202	$38,086
Supervise 1–2 Professionals	403	$42,138	$28,998	$34,153	$40,000	$46,525	$54,978	360	$39,600
Supervise 3–4 Professionals	649	$43,145	$30,000	$34,551	$40,752	$48,192	$57,000	569	$40,290
Supervise 5–9 Professionals	908	$48,835	$34,536	$39,269	$45,800	$54,250	$66,000	763	$45,000
Supervise 10–49 Professionals	823	$59,752	$39,364	$46,000	$55,000	$66,307	$82,000	657	$53,429
Supervise 50 or More Professionals	253	$79,657	$46,745	$56,000	$68,000	$85,000	$128,600	176	$63,000
Supervise 3–9 Non-professionals	558	$40,701	$25,294	$30,280	$37,000	$45,000	$58,000	469	$36,400
Supervise 10–49 Non-professionals	388	$46,773	$29,828	$34,000	$40,750	$51,536	$68,019	322	$39,552
Supervise 50 or More Non-professionals	197	$61,215	$36,658	$43,245	$50,000	$67,075	$101,600	158	$48,000
Supervise 3–4 Professionals & Non-professionals	404	$48,696	$30,705	$35,830	$43,100	$53,050	$71,000	258	$40,050
Supervise 5–9 Professionals & Non-professionals	1,140	$51,703	$32,450	$38,000	$45,760	$56,096	$73,100	732	$43,900
Supervise 10–49 Professionals & Non-professionals	2,011	$59,863	$37,000	$43,417	$53,000	$66,999	$90,554	1,312	$49,450
Supervise 50–99 Professionals & Non-professionals	479	$68,718	$40,880	$47,000	$58,000	$76,300	$102,453	349	$53,000
Supervise 100–249 Professionals & Non-professionals	390	$75,947	$46,427	$53,852	$66,150	$85,000	$112,200	289	$60,200
Supervise 250 or More Professionals & Non-professionals	267	$92,008	$47,840	$57,517	$75,000	$105,375	$150,856	178	$64,200

EXHIBIT 11. Income by Size of Organization



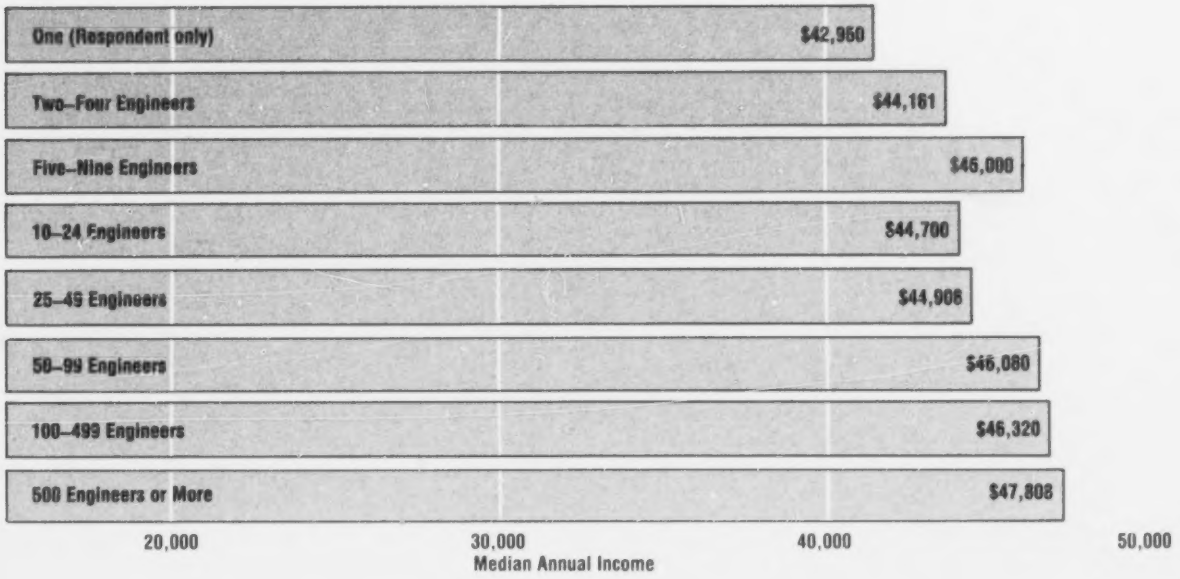
Size of Organization

Income by size of organization followed no single, general trend. Those respondents who were independent practitioners (with no subordinates) had a median annual income of $50,000. Those in organizations with 2–4 and 5–9 employees both had median incomes of $46,000; those in organizations with 10–24, 25–49, and 50–99 employees had median incomes of $48,000, $47,710, and $46,000. Thereafter, salaries rose with some regularity from $45,000 in organizations with 100–499 employees to $49,564 in organizations having 40,000 to 49,999 employees, declining thereafter to $48,150 in organizations with 50,000 employees or more.

The income statistics for this variable appear in Exhibit 11, with a more extensive analysis in Appendix B.

	All Members Responding							Full-Time Salaried Employees Only	
Size of Organization	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
One (Respondent only)	233	$60,389	$29,000	$35,000	$50,000	$69,000	$93,437	5	$40,000
Two–Four Employees	382	$54,574	$26,000	$34,000	$46,000	$65,000	$92,300	52	$38,350
Five–Nine Employees	544	$53,741	$30,000	$35,844	$46,000	$60,000	$81,300	146	$37,875
10–24 Employees	997	$55,860	$30,000	$36,723	$48,000	$63,000	$90,000	432	$38,623
25–49 Employees	938	$57,178	$30,000	$37,070	$47,710	$65,000	$100,000	568	$40,000
50–99 Employees	947	$56,689	$30,200	$36,200	$46,000	$63,804	$90,000	697	$41,400
100–499 Employees	1,961	$53,146	$30,561	$37,000	$45,000	$58,838	$83,200	1,660	$43,600
500–999 Employees	794	$51,122	$31,200	$37,141	$45,166	$57,160	$74,550	713	$44,800
1,000–2,499 Employees	1,117	$51,818	$33,000	$38,375	$46,488	$59,050	$74,000	973	$45,600
2,500–4,999 Employees	824	$52,811	$33,895	$39,735	$47,292	$59,000	$72,532	712	$46,377
5,000–9,999 Employees	604	$52,767	$32,680	$39,725	$48,243	$60,075	$76,020	539	$47,215
10,000–19,999 Employees	544	$52,543	$34,090	$40,000	$49,300	$60,000	$74,041	511	$48,156
20,000–29,999 Employees	280	$56,621	$34,170	$39,050	$48,012	$60,931	$89,150	264	$46,739
30,000–39,999 Employees	184	$55,456	$34,915	$40,430	$48,725	$63,000	$80,400	173	$47,980
40,000–49,999 Employees	119	$53,758	$35,731	$41,300	$49,564	$62,100	$70,000	114	$48,947
50,000 Employees or More	788	$51,988	$33,186	$39,190	$48,150	$59,200	$73,480	758	$47,854

EXHIBIT 12. Income by Number of Engineers



Number of Engineers

As is shown in Exhibit 12, the median income of the only engineer in an organization was lowest ($42,950). Income increased fairly regularly with the increase in number of engineers in the organization (with a small decrease in organizations with 10 to 49 engineers) to $47,808 in organizations with 500 or more engineers. Further analysis of these data appears in Appendix B.

	All Members Responding							Full-Time Salaried Employees Only	
Number of Engineers	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
One (Respondent only)	936	$52,964	$28,528	$35,000	$42,950	$60,000	$90,000	339	$39,878
Two–Four Engineers	1,948	$52,230	$28,925	$35,000	$44,161	$58,000	$84,000	1,090	$39,331
Five–Nine Engineers	1,348	$53,733	$30,249	$36,587	$46,000	$60,000	$84,000	918	$41,155
10–24 Engineers	1,666	$52,316	$29,359	$36,000	$44,700	$58,500	$80,500	1,313	$42,000
25–49 Engineers	1,046	$52,975	$30,820	$36,500	$44,908	$58,440	$82,746	859	$43,000
50–99 Engineers	1,025	$52,119	$31,500	$37,200	$46,080	$58,713	$76,440	822	$44,000
100–499 Engineers	2,191	$51,778	$32,000	$38,000	$46,320	$57,798	$74,840	1,923	$45,500
500 Engineers or More	2,583	$52,103	$32,938	$39,044	$47,808	$59,199	$73,070	2,464	$47,000

EXHIBIT 13. Income By Region (Metropolitan Areas Included)

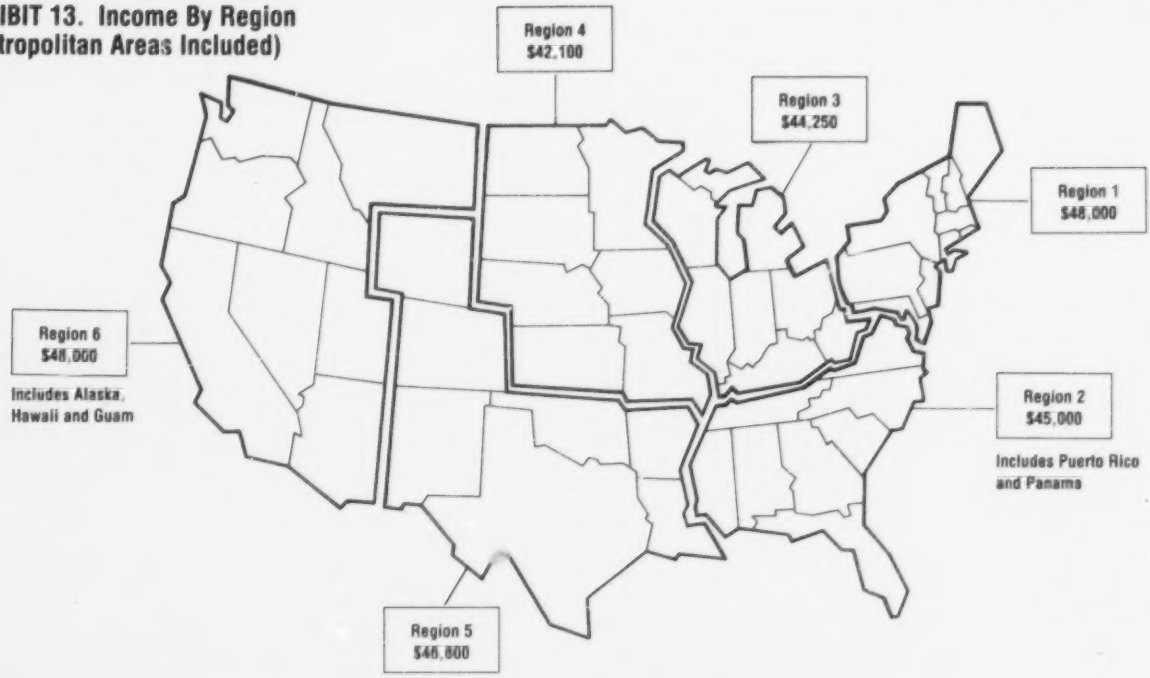


Exhibit 13

Geographic Variations

Income by geographic region (including metropolitan areas surveyed) is reported in Exhibit 13. As the data indicate, the highest median income is in Region 6, the Pacific and western states and Region 1, the northeastern states (both $48,000—up 5.5% and 5.7% respectively) and Region 5, primarily the southwestern states ($46,800—up 5.2%). The lowest median incomes were found in Region 4, primarily the Great Plains states ($42,100—up 5.3%), followed by Region 3, primarily the Great Lakes states ($44,250—up 5.7%), and Region 2, the southern states ($45,000—up 7.1%).

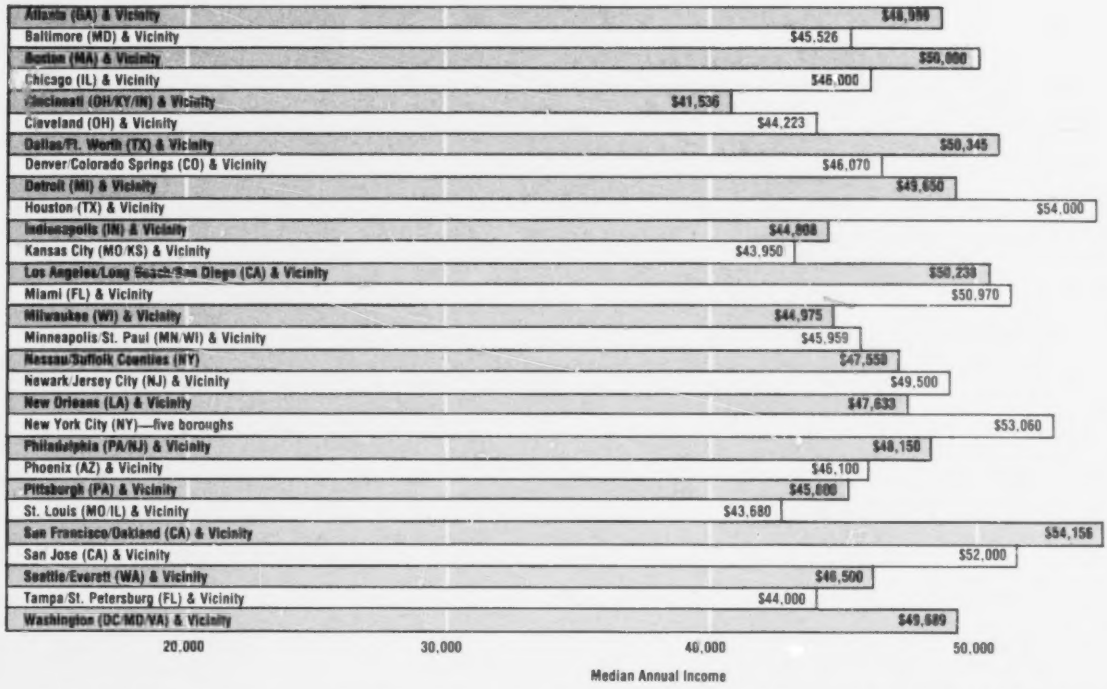
	All Members Responding							Full-Time Salaried Employees Only	
Region (including metropolitan areas surveyed)	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Region 1	2,541	$54,958	$31,400	$38,300	$48,000	$61,263	$83,000	1,945	$45,877
Region 2	2,408	$50,402	$30,200	$36,330	$45,000	$56,000	$73,850	1,857	$43,000
Region 3	2,619	$50,225	$30,000	$35,805	$-,4,250	$56,200	$76,060	2,050	$42,000
Region 4	1,456	$48,367	$30,000	$34,990	$42,100	$53,265	$70,000	1,159	$40,960
Region 5	2,424	$55,161	$30,852	$37,550	$46,800	$61,533	$85,000	1,767	$44,500
Region 6	1,292	$54,235	$32,698	$39,706	$48,000	$60,000	$80,000	952	$45,904

Exhibit 14

As is shown in Exhibit 14, when median income data by region were analyzed *excluding* the metropolitan areas which were surveyed (listed in Exhibit 15), the rank order reported above changed only slightly, with Region 6 moving ahead of Region 1.

	All Members Responding							Full-Time Salaried Employees Only	
Region (excluding metropolitan areas surveyed)	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Region 1	878	$51,820	$30,230	$36,000	$45,400	$57,537	$78,710	663	$43,348
Region 2	1,629	$49,011	$30,000	$36,000	$44,000	$54,800	$70,106	1,270	$42,000
Region 3	1,153	$47,431	$29,039	$34,200	$42,000	$53,000	$71,000	876	$40,000
Region 4	790	$45,837	$29,400	$34,000	$40,030	$50,000	$64,450	605	$38,240
Region 5	1,269	$51,120	$29,801	$35,552	$44,486	$57,483	$76,380	910	$42,048
Region 6	672	$50,797	$31,200	$38,235	$46,450	$56,970	$73,000	482	$44,100

EXHIBIT 15. Income by Metropolitan Area


Atlanta (GA) & Vicinity $48,999
Baltimore (MD) & Vicinity $45,526
Boston (MA) & Vicinity $50,000
Chicago (IL) & Vicinity $46,000
Cincinnati (OH/KY/IN) & Vicinity $41,536
Cleveland (OH) & Vicinity $44,223
Dallas/Ft. Worth (TX) & Vicinity $50,345
Denver/Colorado Springs (CO) & Vicinity $46,070
Detroit (MI) & Vicinity $49,650
Houston (TX) & Vicinity $54,000
Indianapolis (IN) & Vicinity $44,808
Kansas City (MO/KS) & Vicinity $43,950
Los Angeles/Long Beach/San Diego (CA) & Vicinity $50,238
Miami (FL) & Vicinity $50,970
Milwaukee (WI) & Vicinity $44,975
Minneapolis/St. Paul (MN/WI) & Vicinity $45,959
Nassau/Suffolk Counties (NY) $47,550
Newark/Jersey City (NJ) & Vicinity $49,500
New Orleans (LA) & Vicinity $47,633
New York City (NY)—five boroughs $53,060
Philadelphia (PA/NJ) & Vicinity $48,150
Phoenix (AZ) & Vicinity $46,100
Pittsburgh (PA) & Vicinity $45,800
St. Louis (MO/IL) & Vicinity $43,680
San Francisco/Oakland (CA) & Vicinity $54,156
San Jose (CA) & Vicinity $52,000
Seattle/Everett (WA) & Vicinity $46,500
Tampa/St. Petersburg (FL) & Vicinity $44,000
Washington (DC/MD/VA) & Vicinity $49,689
20,000
30,000
40,000
50,000
Median Annual Income

When the data were analyzed by metropolitan area, the highest median incomes were found in San Francisco/Oakland & vicinity ($54,156), Houston & vicinity ($54,000), and New York City ($53,060)—up 10.5%, 6.7%, and 3.4% respectively since last year's survey. Following were San Jose & vicinity ($52,000—up 6.1%), Miami & vicinity ($50,950—up 5.0%), Dallas/Ft. Worth & vicinity ($50,345—11.4%), Los Angeles/Long Beach/San Diego & vicinity ($50,238—1.7%), and Boston & vicinity ($50,000—6.4%). The lowest median incomes found in this study of 29 metropolitan areas were in Cincinnati ($41,536—up 11.9%), St. Louis & vicinity ($43,680—down 1.2%), Kansas City & vicinity ($43,950—up 5.2%), Tampa/St. Petersburg ($44,000—up 4.8%), and Cleveland & vicinity ($44,223—up 6.1%). The remaining 16 metropolitan areas surveyed showed median incomes of respondents to be in the $44,808 to $49,689 range. Graphic and tabular representations of income by metropolitan area appear in Exhibit 15.

	All Members Responding							Full-Time Salaried Employees Only	
Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Number Reported	Median
Atlanta (GA) & Vicinity	237	$54,695	$32,742	$39,479	$48,999	$60,000	$79,900	181	$45,656
Baltimore (MD) & Vicinity	82	$47,182	$31,632	$37,320	$45,526	$56,198	$64,684	67	$42,750
Boston (MA) & Vicinity	206	$57,127	$34,856	$40,000	$50,000	$66,600	$89,640	149	$47,300
Chicago (IL) & Vicinity	532	$51,967	$30,357	$37,500	$46,000	$59,300	$80,000	438	$45,000
Cincinnati (OH/KY/IN) & Vicinity	187	$50,047	$28,144	$33,000	$41,536	$55,584	$86,236	142	$37,888
Cleveland (OH) & Vicinity	182	$50,807	$29,850	$35,600	$44,223	$58,500	$74,650	145	$41,025
Dallas/Ft. Worth (TX) & Vicinity	374	$60,710	$32,180	$40,500	$50,345	$66,400	$104,100	279	$46,380
Denver/Colorado Springs (CO) & Vicinity	194	$52,152	$32,041	$37,400	$46,070	$57,922	$70,820	138	$43,348
Detroit (MI) & Vicinity	262	$54,950	$34,743	$40,000	$49,650	$60,000	$79,350	215	$48,000
Houston (TX) & Vicinity	480	$62,836	$34,914	$40,800	$54,000	$70,000	$102,184	351	$50,262
Indianapolis (IN) & Vicinity	90	$51,704	$29,321	$36,897	$44,808	$55,200	$89,835	73	$44,250
Kansas City (MO/KS) & Vicinity	259	$51,188	$31,056	$35,705	$43,950	$58,000	$75,294	217	$42,500
Los Angeles/Long Beach/San Diego (CA) & Vicinity	225	$58,613	$35,000	$41,835	$50,238	$65,000	$83,000	170	$48,936
Miami (FL) & Vicinity	194	$56,940	$33,090	$40,000	$50,970	$64,600	$89,534	138	$48,364
Milwaukee (WI) & Vicinity	156	$55,456	$30,568	$36,477	$44,975	$54,600	$80,090	119	$42,000
Minneapolis/St. Paul (MN/WI) & Vicinity	204	$51,816	$32,480	$39,850	$45,959	$55,000	$76,100	167	$44,520
Nassau/Suffolk Counties (NY)	94	$60,047	$33,252	$38,000	$47,550	$64,480	$100,500	64	$43,900
Newark/Jersey City (NJ) & Vicinity	246	$56,278	$35,523	$40,200	$49,500	$64,600	$86,397	193	$47,000
New Orleans (LA) & Vicinity	130	$56,092	$33,850	$40,000	$47,633	$63,504	$85,000	104	$46,318
New York City (NY)—five boroughs	267	$63,230	$35,490	$42,413	$53,060	$69,700	$91,840	207	$50,925
Philadelphia (PA/NJ) & Vicinity	347	$55,432	$30,000	$37,475	$48,150	$60,440	$84,720	261	$46,015
Phoenix (AZ) & Vicinity	90	$53,740	$34,517	$38,272	$46,100	$62,808	$75,850	70	$45,000
Pittsburgh (PA) & Vicinity	241	$51,221	$28,380	$35,647	$45,800	$57,125	$79,580	189	$44,386
St. Louis (MO/IL) & Vicinity	253	$50,819	$30,000	$35,600	$43,680	$55,000	$75,580	207	$42,128
San Francisco/Oakland (CA) & Vicinity	118	$63,263	$35,392	$43,000	$54,156	$72,000	$104,640	81	$52,180
San Jose (CA) & Vicinity	79	$58,982	$35,220	$41,790	$52,000	$65,500	$86,500	57	$49,800
Seattle/Everett (WA) & Vicinity	101	$54,083	$30,900	$38,638	$46,500	$59,000	$84,400	85	$45,560
Tampa/St. Petersburg (FL) & Vicinity	173	$49,626	$30,000	$35,413	$44,000	$55,138	$70,006	128	$41,354
Washington (DC/MD/VA) & Vicinity	350	$54,590	$32,683	$40,000	$49,689	$62,558	$75,650	290	$48,302

VII. MISCELLANEOUS

In lieu of the usual fringe benefit section in the survey questionnaire and this report, it was decided to investigate various measures of economic conditions which affect engineers.

Increase in Base Salary

As is shown in Exhibit 16, 5.9% of respondents were promoted during 1984. An additional 4.3% changed employers during that year. Of the remaining responses to this question, 12.5% received no increase in base salary during 1984. The median increase for those who did receive a raise (without being promoted or changing employers) fell in the 5.0% to 6.9% range. The middle 50% of increases fell in the range from 3.0% to 8.9%.

Exhibit 16. Increase in Base Salary in 1984

	Frequency	Percent	Adjusted Percent	Cumulative Percent
Promoted during 1984	620	5.9	missing	—
Changed employers during 1984	453	4.3	missing	—
No increase during 1984	1,172	11.2	12.5	12.5
Increased less than 3%	558	5.3	5.9	18.4
Increased 3–4.9%	2,069	19.8	22.0	40.5
Increased 5–6.9%	2,683	25.7	28.6	69.1
Increased 7–8.9%	1,467	14.0	15.6	84.7
Increased 9—10.9%	626	6.0	6.7	91.4
Increased 11–12.9%	333	3.2	3.5	94.9
Increased 13–14.9%	141	1.3	1.5	96.4
Increased 15–16.9%	106	1.0	1.1	97.5
Increased 17% or more	230	2.2	2.5	100.0

Economic "Health" of Employer

As shown in Exhibit 17, almost one-half (48.8%) of respondents reported that the economic condition of their employers was much improved or somewhat improved since January 1, 1984. Less than 16% reported that their employers' economic condition was somewhat worse or much worse than on January 1, 1984.

Similarly, 52.0% predicted that the condition of their employers will be much improved or somewhat improved by January 1, 1986, with only 10.6% anticipating that it would be somewhat worse or much worse. (See Exhibit 18.)

Exhibit 17. Current Economic "Health" of Employer

	Frequency	Percent	Cumulative Percent
Much improved	1,318	12.9	12.9
Somewhat improved	3,656	35.9	48.8
Little or no change	3,604	35.3	84.1
Somewhat worse	1,269	12.4	96.6
Much worse	349	3.4	100.0

Exhibit 18. Future Economic "Health" of Employer

	Frequency	Percent	Cumulative Percent
Much improved	1,153	11.5	11.5
Somewhat improved	4,063	40.5	52.0
Little or no change	3,756	37.4	89.4
Somewhat worse	876	8.7	98.1
Much worse	190	1.9	100.0

Engineering Manpower Levels

As shown in Exhibit 19, almost four-tenths (38.2%) of respondents reported that the number of engineers employed by their organizations increased between January 1, 1984 and January 1, 1985. A smaller percentage (23.7%) reported that the number of engineers employed by their organizations decreased during that time.

The prediction of respondents regarding engineering manpower levels during 1985 was even more favorable, with 46.0% predicting that engineering employment levels in their organizations would be greater on January 1, 1986 than on January 1, 1985. In contrast, only 13.3% predicted that engineering employment levels in their organizations would be lower on January 1, 1986. (See Exhibit 20.)

Exhibit 19. Past Engineering Manpower Levels

	Frequency	Percent	Cumulative Percent
10% increase or more	1,165	12.0	12.0
– 9.9% increase	856	8.8	20.8
Less than 5% increase	1,691	17.4	38.2
No change	3,693	38.1	76.3
Less than 5% decrease	978	10.1	86.4
5%–9.9% decrease	596	6.1	92.5
10% decrease or more	726	7.5	100.0

Exhibit 20. Future Engineering Manpower Levels

	Frequency	Percent	Cumulative Percent
10% increase or more	949	9.9	9.9
5%–9.9% increase	1,057	11.0	20.9
Less than 5% increase	2,414	25.1	46.0
No change	3,904	40.7	86.7
Less than 5% decrease	706	7.4	94.1
5%–9.9% decrease	308	3.2	97.3
10% decrease or more	261	2.7	100.0

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS

December 28, 1984

Dear NSPE Member:

Response to the 1984 NSPE Income & Salary Survey, the eighteenth in a series dating back to 1952, was excellent. This major survey, conducted among all NSPE members, has become a standard information source for everyone concerned with professional engineering salary scales. Because of its importance, we urge all Society members to participate.

As the enclosed questionnaire indicates, this survey will provide an intensive look at the compensation of professional engineers. The report will provide considerably more useful statistical information from a larger data base than any other survey in the engineering field.

An article summarizing the survey findings will be published in Professional Engineer. If you want more detailed information than a magazine article can possibly provide, you can reserve your copy of the extensive, completely updated survey report today (at the substantial membership discount) by completing and returning the enclosed order form along with your check. (Orders received prior to April 1 will be filled at the further-reduced price of $25.00.) All orders will be filled promptly upon publication of the report, scheduled for May 28, 1985.

Whether or not you wish to order a copy, please take a few minutes right now to complete and mail the Survey Reply Card. Your assistance will be appreciated most sincerely. Please return the card no later than March 1st.

Sincerely yours,

Donald L. Ledbetter

Donald L. Ledbetter, P.E.
Chairman, Professional
Employment Committee

1420 KING STREET ■ ALEXANDRIA, VA 22314 ■ (703) 684-2800

AN EQUAL OPPORTUNITY EMPLOYER

Instruction Book

A. Employment Status. As of January 1, 1985, what was your employment status? (Please select the one response below which best describes your status at that time and post the code number for it in the space provided under A on the Survey Reply Card.)

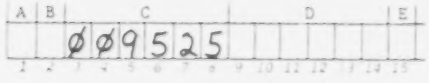
[1] Self-employed full-time (owner or principal).
[2] Employed full-time (salaried employee).
[3] On college/university faculty.
[4] On active duty in the Armed Forces.
[5] Retired or working part-time.
[6] Full-time student.
[7] Unemployed.
[8] Other (not adequately described above).

B. Unemployment Data. During the period from January 1, 1984 through January 1, 1985, how long were you unemployed? Post the code number under B on the Survey Reply Card.

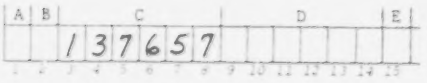
[1] Not unemployed (employed or self-employed all year/ retired/full-time student).
[2] Employed all academic year.
[3] Unemployed less than one month.
[4] Unemployed at least one month but less than three months.
[5] Unemployed three months or more.

C. Base Salary from Primary Job. As of January 1, 1985, what was your annual base salary from your primary full-time job? (Exclude fees, overtime pay, bonuses, and commissions. Also exclude income from secondary employment - such as part-time teaching, part-time consulting, etc.)

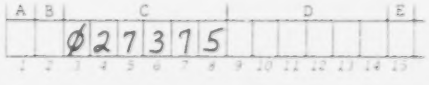
NOTE: If your base annual salary was less than $10,000 (e.g. $9,525) post it in the six boxes under C on the Survey Reply Card as follows:



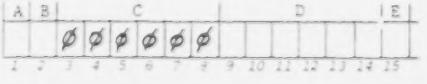
If $100,000 or more (e.g., $137,657), write it as follows:



If between $10,000 and $99,000 (e.g. $27,375), write it as follows:



If no base salary, fill in with zeros, as follows:



D. Other Cash Compensation from Primary Employment. During the period from January 1, 1984 to January 1, 1985, what additional cash income did you receive from your primary job? (Include fees, bonuses and commissions but exclude salary, overtime pay and income from secondary or part-time employment.)

NOTE: Use the same posting system as in C above. If "none," fill in with zeros.

Continued Overleaf

E. Length of experience. In the two boxes under E on the Survey Reply Card, post the code number for the total number of years of professional experience you have had in the engineering field (including related managerial experience).

- 11 Under one year.
- 12 One year.
- 13 Two years.
- 14 Three years.
- 15 Four years.
- 16 Five through nine years.
- 17 10 through 14 years.
- 18 15 through 19 years
- 19 20 through 24 years.
- 20 25 through 29 years.
- 21 30 years or more.

F. Highest Degree Earned. (Please exclude honorary degrees.)

- 1 Less than a BA/BS Degree
- 2 B.A. Degree.
- 3 B.S. Degree (non-engineering).
- 4 B.S. Degree (engineering).
- 5 MA/MS Degree (not MBA or engineering)
- 6 MBA Degree.
- 7 M.S. Degree in engineering.
- 8 Doctorate.
- 9 Other (not adequately described above).

G. Major Branch of Engineering. In the two boxes under G on the Survey Reply Card, post the code number which identifies your major branch of engineering work (as of January 1, 1985).

- 11 Aeronautical & Aerospace.
- 12 Agricultural.
- 13 Architectural.
- 14 Chemical.
- 15 Civil (General).
- 16 Civil (primarily Structural).
- 17 Civil (primarily Surveying).
- 18 Cost/Value.
- 19 Electrical & Electronic.
- 20 Industrial.
- 21 Manufacturing.
- 22 Mechanical.
- 23 Metallurgical & Materials.
- 24 Nuclear.
- 25 Petroleum & Mining.
- 26 Safety.
- 27 Sanitary, Environmental & Pollution Control.
- 28 Other or a combination of those above.

H. Job Function. Which one of the following best describes your job function on January 1, 1985?

- 1 Construction Supervision (may include some design).
- 2 Design.
- 3 Executive/ Administrative.
- 4 Production, Quality Control, Maintenance, etc.
- 5 Project Study & Analysis.
- 6 Research & Development.
- 7 Sales/Marketing.
- 8 Teaching/Training.
- 9 Other (not adequately described above).

I. Sex of Respondent. (For statistical purposes only.)

- 1 Male
- 2 Female
- 3 I prefer not to answer this question.

J. Origin of Respondent. (E.E.O. Classifications.)

- 1 White (not of Hispanic origin).
- 2 Black.
- 3 Hispanic.
- 4 Asian or Pacific Islander.
- 5 American Indian or Alaskan Native.
- 6 Other (not adequately described above).
- 7 I prefer not to answer this question.

K. Industry or Service of Employer. In the two boxes under K on the Survey Reply Card, post the code number of the one response which best describes the industry or service of your employer.

MANUFACTURING/EXTRACTIVE EMPLOYERS

- 11 Aerospace & Aircraft Products.
- 12 Chemical, Pharmaceutical & Allied Products (excluding 14 below).
- 13 Electrical & Electronic Equipment.
- 14 Fabricated Metal Products.
- 15 Food, Beverage & Tobacco Products.
- 16 Machinery (except electrical).
- 17 Petroleum & Coal Products.
- 18 Primary Metal Industries.
- 19 Rubber & Plastic Products.
- 20 Stone, Clay, Glass & Concrete Products.
- 21 Transportation Equipment (excluding 11 above) (automotive, farm, marine & railroad equipment, parts & accessories).
- 22 Other Manufacturing/Extractive employers (not listed above).

NON-MANUFACTURING/EXTRACTIVE EMPLOYERS

- 31 Colleges & Universities.
- 32 Communication Services (radio, TV, telephone & telegraph).
- 33 Construction & Real Estate Development.
- 34 Engineering Services (excluding 38 below).
- 35 Government - Federal (including Armed Forces).
- 36 Government - State.
- 37 Government - Local (cities, counties, etc.).
- 38 Private Practice (excluding 34 above).
- 39 Research Organizations & Laboratories (excluding 31 above).
- 40 Transportation Services (air, railroad, trucking, water, warehousing).
- 41 Utilities - Electric.
- 42 Utilities - Gas.
- 43 Utilities - Pipelines.
- 44 Utilities - Other or Mixed.
- 45 Other Non-Manufacturing/Extractive employers (not listed above).

L. Registration Status of Respondent.

- 1 Professional Engineer (P.E.) and Registered Land Surveyer (L.S.).
- 2 Professional Engineer (P.E.) and Registered Architect (R.A.).
- 3 Professional Engineer (P.E.) and some other registration.
- 4 Professional Engineer (P.E.).
- 5 Land Surveyor.
- 6 Engineer-in-Training/Engineer Intern.
- 7 No professional registration or certification.
- 8 Some other professional registration and/or certification.

M. Type of Supervisory Responsibility. Under M, post the code number for the statement below which best describes your supervisory status on January 1, 1985.

- 1 I had no consistent supervisory responsibility (staff engineer or specialist, consultant, etc.).
- 2 I supervised engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, construction, maintenance or production employees).
- 3 I supervised clerical, construction, maintenance and/or production employees (without significant involvement in directing the activities of engineers, scientists and/or technologists).
- 4 I supervised the types of employees described in both 2 and 3 above.
- 5 Other, not adequately described above.

N. Level of Supervisory Responsibility. Under N on the Survey Reply Card, post the code number for the number of employees you supervised or directed (of the type which you specified for Question N) on January 1, 1985.

- 0 None.
- 1 One or two employees.
- 2 Three or four employees.
- 3 Five to nine employees.
- 4 10 to 49 employees.
- 5 50 to 99 employees.
- 6 100 to 249 employees.
- 7 250 to 499 employees.
- 8 500 or more employees.

O. Level of Professional Responsibility. Under O on the Survey Reply Card, post the code number below which best describes your level of professional responsibility as of January 1, 1985.

[1] ----. Not adequately described below.

[2] ENGINEER I/II (equivalent to GS 5 and GS 7). Typical Duties & Responsibilities: Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes. Direction Received: Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments. Responsibility for Direction of Others: May be assisted by a few aides or technicians.

[3] ENGINEER III (equivalent to GS 9). Typical Duties & Responsibilities: Performs work that involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: Equipment design and development; test of materials; preparation of specifications; process study; research investigations; report preparation; and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments. Direction Received: Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment. Responsibility for Direction of Others: May supervise or coordinate the work of draftsmen, technicians, and others who assist in specific assignments. NOTE: In an academic setting, this is the level of Instructor.

[4] ENGINEER IV (equivalent to GS 11). Typical Duties & Responsibilities: Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work that involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties. Direction Received: Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects. Responsibility for Direction of Others: May supervise or coordinate the work of engineers, draftsmen, technicians, and others who assist in specific assignments. NOTE: In an academic setting, this is the level of Assistant Professor.

[5] ENGINEER V (equivalent to GS 12). Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for Engineer IV. (2) As an individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, projects, and/or scientific methods. (3) As a staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant as to a technical specialty, a type of facility or equipment, or a program function. Direction Received: Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments. Responsibility for Direction of Others: Supervises, coordinates, and reviews the work of a small staff of engineers and technicians, estimates manpower needs and schedules and assigns work to meet completion date or, as an individual researcher or staff specialist, may be assisted on projects by other engineers or technicians. NOTE: In an academic setting, this is the level of Associate Professor.

[6] ENGINEER VI (equivalent to GS 13). Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity, (a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or (b) is responsible for the entire engineering program of an organization when the program is of limited complexity and scope. The extent of responsibilities generally requires a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to Level V. (2) As an individual researcher or worker, conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and concentually-related studies, be difficult to define, require unconventional or novel approaches, and require sophisticated research techniques. Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems. (3) As a staff specialist, serves as the technical specialist for the organization (division or company) in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting the organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments. Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits. Responsibility for Direction of Others: Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives or, as an individual researcher or staff specialist, may be assisted on individual projects by other engineers or technicians. NOTE: In an academic setting, this is the level of Professor.

[7] ENGINEER VII (equivalent to GS 14). Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity, is responsible for (a) an important segment of the engineering program of an organization with extensive and diversified engineering requirements, or (b) the entire engineering program of an organization when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. The extent of responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related to and directed toward fulfillment of overall organization objectives. (2) As an individual researcher or consultant, is a recognized leader and authority in the organization in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further the organization's objectives. Conceives and plans investigations of broad areas of considerable novelty and importance for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others with a high degree of reliance placed on ensuing scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field. Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits. Responsibility for Direction of Others: Directs several subordinate supervisors or team leaders, some of whom are in positions comparable to Engineer VI, or, as an individual researcher or consultant, may be assisted on individual projects by other engineers and technicians. NOTE: In an academic setting, this is the level of Distinguished Professor or Department Head.

[8] ENGINEER VIII (equivalent to GS 15). Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity, is responsible for (a) an important segment of a very extensive and highly diversified engineering program, or, (b) the entire engineering program when the program is of moderate scope. The programs are of such complexity that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Is responsible for deciding the kind and extent of engineering and related programs needed for accomplishing the objectives of the organization, for choosing the scientific approaches, for planning and organizing facilities and programs, and for interpreting results. (2) As an individual researcher or consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the organization or industry. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work for the organization as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance. Direction Received: Receives general administrative direction. Responsibility for Direction of Others: Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to Engineer VII or individual researchers, some of whose positions are comparable to Engineer VII, and sometimes Engineer VIII. As an individual researcher or consultant, may be assisted on individual projects by other engineers or technicians. NOTE: In an academic setting, this is the level of Department Head or Dean.

[9] ENGINEER IX (equivalent to GS 16 through GS 18). Typical Duties & Responsibilities: An engineer at this level is either (1) in charge of programs so extensive and complex as to require staff and resources of sizeable magnitude (e.g., research and development, a department of government responsible for extensive engineering programs, or the major component of an organization responsible for the engineering required to meet the objectives of the organization); or (2) an individual researcher or consultant who is recognized as a national and/or international authority and leader in an area of engineering or scientific interest and investigation. NOTE: In an academic setting, this is the level of Dean.

Continued Overleaf

P. Size of Organization. In the two boxes under P on the Survey Reply Card, post the code number which indicates the total number of employees in your entire company or other employing organization. (NOTE: Government employees should post 95 in the space provided.)

11 One (myself only).	15 25 - 49 Employees.	19 1,000 - 2,499 Employees.	23 20,000 - 29,999 Employees.
12 Two - Four Employees.	16 50 - 99 Employees.	20 2,500 - 4,999 Employees.	24 30,000 - 39,999 Employees.
13 Five - Nine Employees.	17 100 - 499 Employees.	21 5,000 - 9,999 Employees.	25 40,000 - 49,999 Employees.
14 10 - 24 Employees.	18 500 - 999 Employees.	22 10,000 - 19,999 Employees.	26 50,000 Employees or More.

..... 95 Government Employee.....

Q. Number of Engineers. Under Q on the Survey Reply Card, post the code number which indicates the total number of engineers (B.S. or higher) in your entire company or other employing organization.

1 One (myself only).	4 10 - 24 Engineers.	7 100 - 499 Engineers.
2 Two - Four Engineers.	5 25 - 49 Engineers.	8 500 Engineers or More.
3 Five - Nine Engineers.	6 50 - 99 Engineers.	

R. Geographic Area. In the two boxes under R on the Survey Reply Card, post the code number for the state in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
11 Connecticut	31 Alabama	51 Illinois	61 Iowa	71 Arkansas	81 Alaska
12 Delaware	32 Florida	52 Indiana	62 Kansas	72 Colorado	82 Arizona
13 District of Columbia	33 Georgia	53 Kentucky	63 Minnesota	73 Louisiana	83 California
14 Maine	34 Mississippi	54 Michigan	64 Missouri	74 New Mexico	84 Guam
15 Maryland	35 North Carolina	55 Ohio	65 Nebraska	75 Oklahoma	85 Hawaii
16 Massachusetts	36 Puerto Rico	56 West Virginia	66 North Dakota	76 Texas	86 Idaho
17 New Hampshire	37 South Carolina	57 Wisconsin	67 South Dakota	77 Wyoming	87 Montana
18 New Jersey	38 Tennessee				88 Nevada
19 New York	39 Virginia				89 Oregon
20 Pennsylvania	40 Panama Canal				90 Utah
21 Rhode Island					91 Washington
22 Vermont					

..... 95 None of the above.....

S. Metropolitan Area. In the two boxes under S on the Survey Reply Card, post the code number for the metropolitan area in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

11 Atlanta (GA) & Vicinity	21 Indianapolis (IN) & Vicinity	31 Philadelphia (PA/NJ) & Vicinity
12 Baltimore (MD) & Vicinity	22 Kansas City (MO/KS) & Vicinity	32 Phoenix (AZ) & Vicinity
13 Boston (MA) & Vicinity	23 Los Angeles/Long Beach (CA) & Vicinity	33 Pittsburgh (PA) & Vicinity
14 Chicago (IL) & Vicinity	24 Miami (FL) & Vicinity	34 St. Louis (MO/IL) & Vicinity
15 Cincinnati (OH/KY/IN) & Vicinity	25 Milwaukee (WI) & Vicinity	35 San Diego (CA) & Vicinity
16 Cleveland (OH) & Vicinity	26 Minneapolis/St. Paul (MN/WI) & Vicinity	36 San Francisco/Oakland (CA) & Vicinity
17 Dallas/Ft. Worth (TX) & Vicinity	27 Nassau/Suffolk Counties (NY)	37 San Jose (CA) & Vicinity
18 Denver/Colorado Springs (CO) & Vicinity	28 Newark/Jersey City (NJ) & Vicinity	38 Seattle/Everett (WA) & Vicinity
19 Detroit (MI) & Vicinity	29 New Orleans (LA) & Vicinity	39 Tampa/St. Petersburg (FL) & Vicinity
20 Houston (TX) & Vicinity	30 New York City (NY) - Five Boroughs	40 Washington (DC/MD/VA) & Vicinity
95 None of the above.....	95 None of the above.....	95 None of the above.....

T. Increase in Base Salary in 1984. Regarding your base salary during 1984, post in the two boxes under T on your Survey Reply Card the first code number which appears below which applies to you.

11 Not applicable (self-employed/unemployed/retired/student).	13 Changed employers during 1984.	16 Increased 3 - 4.9%.	20 Increased 11 - 12.9%.
12 Promoted during 1984.	14 No increase during 1984.	17 Increased 5 - 6.9%.	21 Increased 13 - 14.9%.
	15 Increased less than 3%.	18 Increased 7 - 9.9%.	22 Increased 15 - 16.9%.
		19 Increased 9 - 10.9%.	23 Increased 17% or more.

U. Current Economic "Health" of Employer. In economic terms, how would you describe the condition of your employer as compared with a year ago?

1 Much improved.	3 Little or no change.	5 Much worse.
2 Somewhat improved.	4 Somewhat worse.	6 Don't know/can't say.

V. Future Economic "Health" of Employer. In economic terms, what would you predict the condition of your employer will be one year from now?

1 Much improved.	3 Little or no change.	5 Much worse.
2 Somewhat improved.	4 Somewhat worse.	6 Don't know/can't say.

W. Past Engineering Manpower Levels. How has the number of engineers employed by your organization changed in the past year?

1 10% increase or more.	3 Less than 5% increase.	5 Less than 5% decrease.	7 10% decrease or more.
2 5% - 9.9% increase.	4 No change.	6 5% - 9.9% decrease.	8 Don't know/can't say.

X. Future Engineering Manpower Levels. What change in engineering employment levels in your organization would you predict will exist one year from now?

1 10% increase or more.	3 Less than 5% increase.	5 Less than 5% decrease.	7 10% decrease or more.
2 5% - 9.9% increase.	4 No change.	6 5% - 9.9% decrease.	8 Don't know/can't say.

Y. Supplementary Question. If you answered Question K with either code number 34 or code number 38, please post under Y on your Survey Reply Card the one code number below which best describes the service offered by your firm.

1 Did not post 34 or 38 under K	4 Primarily Electrical.	7 Primarily Architectural/Engineering.
2 Primarily Civil (non-structural).	5 Primarily Mechanical.	8 Other or mixed. (Please post the code number under Y and describe in space provided on the Survey Reply Card.)
3 Primarily Civil (structural).	6 Primarily Electrical/Mechanical.	

Appendix B

Length of Experience and Level of Education

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
B.S. Degree (engineering)	59	$26,360	$18,584	$22,369	$25,500	$28,575	$32,240
One Year							
B.S. Degree (engineering)	86	$28,125	$21,834	$23,420	$26,410	$29,140	$33,846
M.S. Degree in Engineering	13	$29,673	$21,120	$25,205	$31,040	$32,834	$37,919
Two Years							
B.S. Degree (engineering)	196	$28,895	$21,866	$24,298	$27,950	$30,820	$34,350
M.S. Degree in Engineering	20	$29,734	$24,300	$25,655	$28,110	$33,022	$39,310
Three Years							
B.S. Degree (engineering)	179	$30,833	$23,260	$26,751	$30,200	$33,493	$38,004
MA/MS Degree (not MBA or engineering)	5	$27,180	$20,650	$21,663	$27,300	$32,238	$34,450
MBA Degree	7	$41,650	$27,700	$29,125	$35,050	$43,250	$78,196
M.S. Degree in Engineering	31	$36,008	$25,840	$27,813	$31,500	$35,123	$42,200
Four Years							
B.S. Degree (engineering)	197	$35,217	$24,590	$28,590	$32,000	$35,706	$39,904
MA/MS Degree (not MBA or engineering)	9	$32,832	$26,795	$28,222	$30,000	$38,125	$41,800
M.S. Degree in Engineering	48	$33,265	$25,590	$29,089	$32,480	$35,600	$41,266
Five through Nine Years							
Less than BA/BS Degree	9	$36,787	$23,950	$29,124	$38,000	$40,865	$54,462
B.A. Degree	8	$36,486	$28,628	$31,000	$32,800	$39,125	$53,710
B.S. Degree (non-engineering)	12	$59,791	$25,100	$31,496	$36,800	$55,000	$163,496
B.S. Degree (engineering)	1,224	$37,469	$27,848	$31,609	$35,810	$40,760	$48,000
MA/MS Degree (not MBA or engineering)	42	$41,114	$27,790	$32,000	$37,865	$44,600	$51,670
MBA Degree	100	$38,973	$30,400	$33,613	$36,860	$42,016	$50,000
M.S. Degree in Engineering	354	$38,382	$28,980	$32,000	$37,175	$42,000	$49,775
Doctorate	32	$42,447	$32,509	$36,800	$42,549	$48,900	$54,300
10 through 14 Years							
Less than BA/BS Degree	41	$38,851	$28,781	$31,796	$37,577	$45,250	$52,224
B.A. Degree	19	$55,675	$33,400	$37,815	$45,540	$50,000	$104,566
B.S. Degree (non-engineering)	32	$43,202	$28,760	$32,400	$36,293	$51,293	$65,600
B.S. Degree (engineering)	1,206	$43,712	$31,514	$36,000	$41,665	$48,690	$60,000
MA/MS Degree (not MBA or engineering)	60	$44,947	$34,510	$38,212	$43,996	$50,000	$53,209
MBA Degree	136	$49,695	$36,000	$39,600	$46,000	$53,800	$68,150
M.S. Degree in Engineering	467	$48,131	$33,000	$37,725	$42,972	$50,932	$62,842
Doctorate	43	$47,632	$32,600	$39,146	$44,120	$56,830	$64,300
15 through 19 Years							
Less than BA/BS Degree	44	$44,765	$32,900	$36,000	$42,500	$51,300	$58,949
B.A. Degree	19	$52,605	$32,880	$38,000	$44,585	$63,869	$94,200
B.S. Degree (non-engineering)	18	$67,095	$30,802	$39,400	$51,000	$70,000	$140,692
B.S. Degree (engineering)	750	$52,137	$35,524	$40,000	$45,788	$56,945	$74,535
MA/MS Degree (not MBA or engineering)	59	$56,705	$35,240	$41,078	$49,000	$61,375	$76,399
MBA Degree	108	$53,715	$37,921	$44,546	$50,550	$58,685	$72,420
M.S. Degree in Engineering	363	$53,297	$36,993	$42,102	$49,700	$57,724	$71,600
Doctorate	99	$60,550	$40,000	$46,888	$55,000	$71,515	$89,200
20 through 24 Years							
Less than BA/BS Degree	61	$55,674	$30,430	$38,838	$48,000	$65,500	$98,999
B.A. Degree	29	$57,199	$37,360	$40,000	$54,140	$72,250	$89,056
B.S. Degree (non-engineering)	31	$53,940	$33,993	$37,300	$54,000	$65,950	$73,200
B.S. Degree (engineering)	822	$56,037	$35,880	$41,600	$49,815	$61,812	$80,290
MA/MS Degree (not MBA or engineering)	67	$53,427	$35,068	$42,125	$48,972	$54,275	$75,415
MBA Degree	80	$63,383	$38,200	$46,412	$61,625	$65,700	$95,311
M.S. Degree in Engineering	352	$57,811	$36,414	$42,206	$50,603	$65,100	$90,000
Doctorate	117	$61,005	$38,744	$45,841	$55,555	$66,536	$78,760
25 through 29 Years							
Less than BA/BS Degree	68	$51,160	$34,078	$38,000	$46,900	$54,475	$74,948
B.A. Degree	48	$53,452	$36,000	$41,700	$48,477	$58,750	$82,450
B.S. Degree (non-engineering)	35	$52,841	$34,750	$40,661	$50,000	$61,359	$75,000
B.S. Degree (engineering)	1,016	$57,426	$36,000	$41,702	$50,000	$63,790	$87,000
MA/MS Degree (not MBA or engineering)	71	$57,739	$36,796	$43,875	$52,000	$64,550	$79,080
MBA Degree	64	$64,035	$42,590	$48,938	$56,050	$74,500	$90,279
M.S. Degree in Engineering	301	$60,463	$39,620	$45,384	$54,550	$68,025	$90,240
Doctorate	118	$61,870	$41,229	$48,000	$56,667	$75,000	$86,540
30 Years or More							
Less than BA/BS Degree	133	$54,447	$32,925	$37,925	$45,000	$55,613	$76,439
B.A. Degree	114	$60,797	$35,112	$40,472	$55,000	$70,000	$93,298
B.S. Degree (non-engineering)	54	$59,358	$34,560	$42,000	$51,850	$65,000	$78,839
B.S. Degree (engineering)	2,001	$64,101	$35,876	$43,875	$54,600	$71,000	$101,040
MA/MS Degree (not MBA or engineering)	106	$59,043	$38,049	$47,410	$54,325	$67,600	$82,980
MBA Degree	91	$63,542	$36,316	$46,345	$55,200	$72,355	$93,217
M.S. Degree in Engineering	546	$69,507	$37,982	$45,120	$56,700	$73,340	$107,660
Doctorate	201	$67,765	$40,102	$50,000	$62,500	$75,875	$93,033

Length of Experience and Major Branch of Engineering	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Civil (General)	15	$24,530	$18,500	$20,262	$24,500	$28,338	$28,860
Electrical & Electronic	11	$25,547	$20,894	$23,027	$25,986	$27,141	$30,519
Mechanical	16	$27,979	$18,500	$24,750	$26,400	$30,350	$42,119
One Year							
Chemical	5	$25,701	$22,000	$23,875	$25,200	$26,951	$31,303
Civil (General)	19	$26,965	$20,720	$21,947	$23,700	$26,816	$29,943
Civil (primarily Structural)	10	$28,201	$19,312	$20,800	$22,710	$28,500	$50,164
Electrical & Electronic	19	$29,751	$25,980	$26,468	$28,472	$29,917	$32,216
Industrial	7	$27,277	$23,109	$26,040	$27,940	$28,493	$30,959
Mechanical	14	$30,536	$23,940	$25,440	$27,113	$32,400	$44,799
Petroleum & Mining	6	$32,956	$23,390	$26,900	$31,521	$36,793	$46,878
Sanitary, Environmental & Pollution Control	5	$28,524	$20,600	$20,863	$29,000	$33,054	$41,999
Two Years							
Chemical	30	$31,503	$25,196	$27,547	$30,984	$35,000	$38,810
Civil (General)	69	$27,541	$20,733	$22,574	$24,700	$28,981	$33,815
Civil (primarily Structural)	12	$27,510	$20,365	$21,343	$25,868	$31,075	$39,551
Electrical & Electronic	45	$33,156	$24,000	$27,431	$29,706	$31,525	$33,000
Industrial	8	$28,903	$25,137	$25,630	$27,490	$32,250	$35,110
Manufacturing	5	$27,651	$23,400	$23,738	$28,000	$31,143	$32,220
Mechanical	41	$29,737	$25,388	$27,197	$29,200	$31,020	$33,212
Petroleum & Mining	5	$37,222	$22,000	$29,500	$35,300	$44,653	$55,908
Sanitary, Environmental & Pollution Control	9	$25,770	$21,783	$23,420	$25,080	$28,200	$30,670
Three Years							
Agricultural	5	$30,575	$25,980	$27,670	$28,889	$33,127	$38,006
Chemical	12	$31,295	$23,396	$29,000	$32,810	$34,520	$36,946
Civil (General)	51	$30,035	$21,860	$24,387	$27,516	$32,025	$38,788
Civil (primarily Structural)	20	$27,156	$19,035	$21,926	$27,175	$31,620	$32,985
Electrical & Electronic	37	$32,892	$28,831	$30,200	$31,350	$34,438	$38,568
Industrial	5	$32,370	$27,800	$30,950	$32,220	$34,873	$35,000
Manufacturing	7	$30,500	$26,181	$28,041	$29,150	$34,354	$35,962
Mechanical	44	$32,646	$26,718	$28,945	$30,650	$36,770	$40,230
Petroleum & Mining	8	$51,955	$26,746	$30,210	$36,960	$54,050	$120,900
Sanitary, Environmental & Pollution Control	10	$29,899	$21,192	$25,000	$27,110	$30,000	$46,869
Four Years							
Aeronautical & Aerospace	7	$31,755	$27,751	$30,300	$32,500	$33,351	$34,636
Chemical	21	$35,937	$31,932	$32,975	$35,200	$38,325	$40,566
Civil (General)	65	$31,191	$22,750	$25,000	$28,300	$31,675	$36,660
Civil (primarily Structural)	20	$28,922	$22,950	$25,062	$28,900	$32,780	$33,300
Electrical & Electronic	42	$37,911	$29,446	$32,000	$34,479	$39,300	$49,030
Industrial	6	$33,850	$28,560	$30,000	$31,250	$37,200	$44,219
Manufacturing	6	$77,422	$27,100	$28,000	$32,750	$34,000	$282,399
Mechanical	45	$35,556	$29,800	$30,975	$34,000	$35,837	$41,312
Petroleum & Mining	12	$38,164	$31,140	$34,110	$36,105	$41,750	$48,778
Sanitary, Environmental & Pollution Control	16	$30,177	$22,126	$25,700	$28,700	$33,300	$40,760
Five through Nine Years							
Aeronautical & Aerospace	12	$37,790	$31,441	$33,100	$36,141	$40,850	$48,289
Agricultural	20	$33,430	$23,580	$29,184	$32,970	$38,220	$43,102
Architectural	13	$43,737	$26,975	$29,125	$38,719	$51,700	$67,597
Chemical	60	$38,579	$31,555	$34,075	$37,475	$42,000	$47,400
Civil (General)	583	$36,440	$27,150	$30,000	$34,280	$39,975	$46,746
Civil (primarily Structural)	184	$37,456	$26,112	$29,961	$34,199	$40,050	$55,150
Civil (primarily Surveying)	15	$30,665	$23,000	$26,100	$28,000	$35,300	$43,216
Cost/Value	11	$40,823	$32,400	$34,600	$39,800	$42,605	$54,999
Electrical & Electronic	230	$39,036	$31,631	$34,477	$38,000	$42,000	$46,447
Industrial	32	$40,105	$31,379	$35,025	$37,600	$45,850	$53,880
Manufacturing	22	$37,755	$29,818	$33,500	$35,900	$42,000	$48,600
Mechanical	270	$38,639	$30,900	$33,800	$37,390	$42,500	$46,637
Metallurgical & Materials	8	$38,078	$23,379	$30,181	$37,750	$47,500	$51,681
Nuclear	31	$41,231	$31,960	$37,563	$40,500	$46,055	$49,764
Petroleum & Mining	59	$50,633	$35,487	$40,550	$48,000	$55,463	$74,020
Safety	12	$34,118	$25,324	$28,000	$34,300	$41,020	$42,060
Sanitary, Environmental & Pollution Control	122	$36,078	$27,028	$29,700	$34,812	$38,600	$45,520
10 through 14 Years							
Aeronautical & Aerospace	13	$41,000	$31,859	$35,500	$39,520	$44,192	$55,156
Agricultural	22	$42,990	$27,550	$32,289	$39,250	$52,100	$58,999
Architectural	18	$43,483	$23,860	$31,500	$43,250	$53,881	$58,672
Chemical	57	$49,266	$37,082	$40,975	$47,580	$56,075	$63,480
Civil (General)	656	$44,437	$30,234	$34,972	$40,000	$47,364	$60,000
Civil (primarily Structural)	163	$48,721	$31,320	$35,000	$40,000	$47,983	$65,100
Civil (primarily Surveying)	19	$36,657	$23,553	$30,000	$34,940	$40,000	$51,767
Cost/Value	11	$47,363	$35,000	$37,416	$44,788	$51,000	$70,039
Electrical & Electronic	338	$45,608	$35,034	$39,500	$44,000	$50,000	$57,294
Industrial	20	$41,647	$29,450	$35,310	$37,860	$46,682	$52,000
Manufacturing	21	$46,403	$33,252	$38,586	$44,000	$48,573	$59,183
Mechanical	329	$47,132	$34,000	$37,865	$44,000	$50,565	$64,740
Metallurgical & Materials	6	$40,528	$34,130	$35,300	$41,984	$44,400	$45,390
Nuclear	27	$49,663	$40,233	$43,825	$48,000	$55,500	$60,198
Petroleum & Mining	42	$63,045	$43,416	$47,000	$61,150	$71,000	$82,300
Safety	6	$39,384	$31,599	$37,000	$39,050	$40,601	$48,699
Sanitary, Environmental & Pollution Control	155	$41,081	$30,495	$35,433	$39,255	$45,760	$51,000
15 through 19 Years							
Aeronautical & Aerospace	12	$49,959	$36,000	$37,263	$46,251	$47,793	$78,396
Agricultural	15	$52,755	$42,000	$46,142	$49,950	$53,670	$73,035
Architectural	11	$65,282	$32,424	$47,250	$50,000	$74,989	$127,494
Chemical	50	$57,760	$41,500	$45,000	$53,463	$70,000	$79,770

Continued

Length of Experience and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Civil (General)	443	$52,778	$34,830	$39,725	$46,000	$57,840	$75,120
Civil (primarily Structural)	114	$53,184	$35,949	$40,000	$46,900	$59,600	$83,500
Civil (primarily Surveying)	10	$39,120	$26,500	$28,560	$40,772	$43,100	$56,500
Cost/Value	7	$49,983	$35,272	$37,312	$45,570	$58,306	$78,598
Electrical & Electronic	274	$51,744	$36,494	$41,600	$48,106	$56,000	$69,416
Industrial	28	$45,044	$31,369	$38,740	$44,500	$52,200	$60,000
Manufacturing	12	$58,447	$36,749	$42,250	$52,830	$64,660	$89,194
Mechanical	260	$51,921	$36,000	$40,758	$46,950	$55,100	$74,750
Metallurgical & Materials	6	$54,307	$37,565	$49,500	$56,500	$63,000	$63,990
Nuclear	13	$50,851	$38,940	$41,644	$52,500	$57,246	$64,400
Petroleum & Mining	21	$94,021	$40,896	$59,525	$67,000	$103,000	$201,394
Safety	7	$53,478	$34,820	$39,675	$48,000	$57,132	$89,165
Sanitary, Environmental & Pollution Control	103	$52,864	$36,810	$40,970	$50,000	$60,000	$74,200
20 through 24 Years							
Aeronautical & Aerospace	18	$56,079	$42,462	$47,320	$52,700	$63,000	$78,749
Agricultural	16	$44,189	$37,432	$38,200	$41,000	$46,450	$53,250
Architectural	18	$53,078	$33,621	$42,000	$47,300	$63,000	$78,500
Chemical	47	$68,637	$40,002	$46,180	$53,000	$70,000	$105,599
Civil (General)	516	$54,427	$34,705	$40,000	$48,115	$60,680	$80,180
Civil (primarily Structural)	117	$57,209	$36,600	$42,200	$49,830	$61,230	$78,760
Civil (primarily Surveying)	21	$56,653	$29,436	$37,432	$48,000	$54,900	$90,891
Electrical & Electronic	255	$57,719	$36,600	$43,838	$52,000	$62,883	$82,220
Industrial	27	$53,085	$39,284	$44,200	$53,000	$59,550	$75,696
Manufacturing	12	$61,454	$34,158	$43,000	$49,000	$77,750	$105,034
Mechanical	294	$57,255	$35,978	$42,500	$50,000	$62,000	$80,070
Metallurgical & Materials	10	$56,554	$37,749	$38,000	$48,250	$64,200	$103,493
Nuclear	16	$67,680	$42,862	$57,718	$65,350	$69,175	$94,350
Petroleum & Mining	29	$66,303	$37,170	$43,250	$66,199	$76,530	$100,070
Sanitary, Environmental & Pollution Control	61	$61,277	$39,760	$43,778	$49,800	$66,325	$105,100
25 through 29 Years							
Aeronautical & Aerospace	24	$56,396	$40,919	$47,377	$53,593	$64,916	$72,300
Agricultural	24	$47,142	$31,955	$35,373	$45,799	$52,295	$64,629
Architectural	20	$58,203	$33,000	$40,780	$45,500	$52,000	$115,595
Chemical	62	$58,650	$36,575	$41,703	$51,000	$64,600	$97,600
Civil (General)	556	$57,020	$34,646	$41,221	$50,000	$62,750	$88,800
Civil (primarily Structural)	141	$58,840	$38,363	$45,000	$56,000	$67,083	$91,006
Civil (primarily Surveying)	14	$45,056	$21,507	$39,600	$47,100	$56,000	$60,983
Cost/Value	7	$56,359	$38,342	$40,583	$52,300	$69,750	$85,238
Electrical & Electronic	284	$57,400	$39,090	$45,000	$51,852	$63,903	$80,000
Industrial	29	$57,891	$39,706	$44,125	$51,425	$64,250	$86,326
Manufacturing	12	$51,138	$41,084	$47,956	$50,043	$55,900	$61,380
Mechanical	340	$57,304	$37,911	$43,621	$52,000	$64,450	$83,550
Metallurgical & Materials	6	$46,277	$35,233	$44,000	$46,950	$51,500	$53,750
Nuclear	7	$67,104	$43,420	$47,085	$62,100	$85,515	$92,275
Petroleum & Mining	32	$78,035	$43,706	$53,620	$74,303	$99,625	$115,498
Sanitary, Environmental & Pollution Control	64	$62,251	$35,922	$43,000	$54,750	$75,500	$90,599
30 Years or More							
Aeronautical & Aerospace	41	$60,593	$33,678	$44,375	$55,380	$66,527	$83,008
Agricultural	30	$53,875	$35,139	$46,500	$52,322	$60,500	$74,800
Architectural	27	$64,423	$31,178	$39,125	$60,000	$69,760	$82,099
Chemical	148	$67,942	$38,880	$49,400	$60,000	$75,660	$100,000
Civil (General)	922	$62,122	$35,000	$41,876	$51,500	$69,500	$100,000
Civil (primarily Structural)	268	$63,367	$34,986	$42,570	$55,000	$72,000	$108,800
Civil (primarily Surveying)	32	$56,259	$27,100	$34,399	$47,750	$62,500	$103,551
Cost/Value	12	$46,041	$34,979	$37,079	$45,223	$51,454	$59,614
Electrical & Electronic	567	$64,293	$40,000	$46,025	$56,300	$68,067	$92,800
Industrial	60	$65,268	$34,890	$43,500	$55,000	$70,800	$110,750
Manufacturing	49	$67,188	$36,820	$43,091	$54,200	$67,500	$107,199
Mechanical	682	$65,852	$36,196	$44,000	$54,725	$75,000	$100,000
Metallurgical & Materials	18	$76,052	$48,217	$50,000	$65,550	$75,000	$127,500
Nuclear	13	$65,134	$50,399	$54,375	$64,500	$71,855	$85,399
Petroleum & Mining	78	$82,087	$36,300	$48,500	$68,500	$102,368	$138,919
Safety	8	$58,159	$42,364	$44,541	$46,050	$68,875	$99,250
Sanitary, Environmental & Pollution Control	95	$65,175	$36,100	$45,428	$55,429	$70,078	$108,000

Length of Experience and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Construction Supervision (may include some design)	8	$24,754	$17,040	$21,246	$24,000	$28,972	$32,890
Design	17	$23,274	$16,932	$19,055	$23,108	$26,775	$30,160
Executive/Administrative	5	$41,674	$24,170	$28,543	$43,200	$51,750	$62,999
Production, Quality Control, Maintenance, etc.	8	$29,403	$19,650	$22,680	$27,582	$28,600	$49,210
Project Study & Analysis	8	$25,311	$19,802	$23,775	$25,743	$27,040	$29,622
One Year							
Construction Supervision (may include some design)	8	$25,570	$19,445	$21,000	$24,336	$26,450	$37,554
Design	33	$26,465	$20,560	$22,290	$25,600	$28,479	$34,226
Executive/Administrative	6	$46,723	$29,000	$29,000	$41,070	$61,200	$77,218
Production, Quality Control, Maintenance, etc.	15	$28,363	$23,170	$27,292	$27,650	$30,048	$32,088
Project Study & Analysis	17	$28,083	$23,174	$25,050	$26,625	$29,796	$31,512
Research & Development	7	$29,832	$23,760	$26,000	$29,744	$32,684	$36,075
Two Years							
Construction Supervision (may include some design)	21	$29,532	$20,584	$22,102	$24,700	$31,470	$34,000
Design	94	$28,141	$21,816	$23,800	$27,600	$30,395	$32,728
Executive/Administrative	10	$40,681	$23,884	$28,500	$30,750	$39,000	$83,877
Production, Quality Control, Maintenance, etc.	27	$29,658	$23,490	$26,280	$28,400	$31,704	$39,639
Project Study & Analysis	25	$28,045	$21,758	$25,375	$27,600	$30,368	$32,500
Research & Development	16	$29,592	$23,651	$26,880	$28,944	$30,175	$37,374
Sales/Marketing	8	$30,983	$27,267	$27,688	$28,950	$33,720	$38,386

Continued

Length of Experience and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Three Years							
Construction Supervision (may include some design)	24	$29,554	$22,900	$26,138	$29,648	$33,338	$35,210
Design	76	$29,188	$21,458	$25,800	$29,287	$31,606	$35,311
Executive/Administrative	14	$44,659	$26,879	$32,200	$42,500	$55,250	$63,767
Production, Quality Control, Maintenance, etc	29	$32,387	$28,241	$29,725	$30,720	$35,075	$37,332
Project Study & Analysis	29	$34,804	$25,643	$27,763	$31,000	$35,075	$37,968
Research & Development	13	$32,365	$25,780	$26,300	$32,800	$35,625	$40,670
Sales/Marketing	10	$35,539	$28,400	$31,000	$34,975	$39,000	$42,750
Four Years							
Construction Supervision (may include some design)	24	$37,224	$22,746	$26,850	$30,250	$33,229	$42,870
Design	100	$31,272	$23,650	$25,900	$31,000	$33,600	$37,700
Executive/Administrative	23	$41,097	$27,567	$30,000	$34,140	$44,000	$60,970
Production, Quality Control, Maintenance, etc	34	$34,254	$28,000	$31,824	$33,784	$36,300	$42,001
Project Study & Analysis	33	$33,125	$27,107	$29,819	$35,000	$37,185	$38,642
Research & Development	18	$33,583	$27,282	$30,000	$32,987	$36,028	$42,310
Sales/Marketing	8	$34,721	$30,900	$33,250	$34,500	$36,632	$38,400
Five through Nine Years							
Construction Supervision (may include some design)	189	$37,929	$26,059	$30,867	$36,400	$40,502	$48,012
Design	604	$35,757	$27,500	$30,359	$34,315	$38,246	$43,692
Executive/Administrative	315	$43,238	$30,125	$35,000	$40,100	$47,750	$58,000
Production, Quality Control, Maintenance, etc	149	$38,587	$31,416	$33,604	$37,325	$42,307	$48,137
Project Study & Analysis	212	$37,043	$28,406	$31,867	$35,873	$41,925	$46,195
Research & Development	77	$37,968	$31,149	$33,765	$37,432	$42,000	$45,114
Sales/Marketing	61	$39,235	$30,198	$33,141	$37,800	$42,650	$50,400
Teaching/Training	14	$31,494	$21,920	$24,000	$29,982	$34,000	$44,219
10 through 14 Years							
Construction Supervision (may include some design)	178	$42,694	$30,403	$35,000	$40,000	$48,000	$56,651
Design	547	$40,791	$30,379	$34,287	$39,500	$44,925	$52,478
Executive/Administrative	670	$51,877	$35,835	$39,600	$46,650	$56,160	$71,000
Production, Quality Control, Maintenance, etc	118	$43,625	$33,150	$36,600	$43,090	$48,600	$54,908
Project Study & Analysis	198	$43,116	$32,545	$36,855	$42,000	$47,775	$53,200
Research & Development	49	$42,333	$34,200	$37,725	$40,100	$48,000	$50,142
Sales/Marketing	59	$48,052	$35,778	$39,290	$45,000	$55,075	$60,700
Teaching/Training	20	$35,068	$25,750	$28,350	$32,500	$40,500	$45,000
15 through 19 Years							
Construction Supervision (may include some design)	78	$46,510	$30,728	$39,520	$44,900	$51,650	$63,369
Design	319	$47,047	$34,436	$37,511	$42,828	$50,000	$60,420
Executive/Administrative	631	$59,386	$37,325	$44,425	$52,500	$64,950	$86,583
Production, Quality Control, Maintenance, etc	83	$50,034	$36,160	$39,748	$46,000	$53,269	$72,409
Project Study & Analysis	121	$46,885	$32,542	$38,185	$45,356	$51,625	$59,100
Research & Development	68	$54,531	$38,615	$43,100	$51,042	$60,608	$76,700
Sales/Marketing	48	$50,889	$39,720	$42,250	$48,000	$52,850	$68,999
Teaching/Training	30	$48,454	$35,380	$40,800	$46,578	$55,000	$60,000
20 through 24 Years							
Construction Supervision (may include some design)	95	$48,241	$35,689	$39,473	$47,376	$54,975	$61,000
Design	289	$49,524	$33,500	$37,075	$45,400	$53,389	$70,000
Executive/Administrative	760	$64,351	$38,500	$45,594	$56,000	$71,950	$93,000
Production, Quality Control, Maintenance, etc	65	$49,745	$37,800	$40,767	$45,000	$54,225	$70,787
Project Study & Analysis	80	$49,259	$36,472	$39,909	$45,000	$54,631	$58,950
Research & Development	70	$51,785	$40,005	$45,368	$49,659	$57,100	$68,402
Sales/Marketing	47	$54,984	$35,880	$43,200	$51,000	$63,275	$77,439
Teaching/Training	56	$45,437	$32,020	$37,412	$42,893	$53,600	$61,800
25 through 29 Years							
Construction Supervision (may include some design)	97	$49,023	$34,514	$37,945	$44,520	$52,025	$71,000
Design	285	$48,617	$34,300	$38,931	$45,760	$54,240	$65,000
Executive/Administrative	885	$65,572	$41,000	$48,000	$57,595	$75,000	$98,000
Production, Quality Control, Maintenance, etc	79	$48,418	$33,700	$38,112	$46,300	$54,875	$67,400
Project Study & Analysis	99	$54,431	$36,277	$41,180	$48,721	$59,200	$74,400
Research & Development	80	$52,427	$38,573	$43,524	$50,808	$55,700	$67,096
Sales/Marketing	44	$52,428	$39,690	$41,550	$50,200	$60,850	$70,497
Teaching/Training	64	$47,480	$32,360	$39,815	$47,005	$54,010	$62,010
30 Years or More							
Construction Supervision (may include some design)	149	$54,432	$33,000	$37,575	$46,498	$60,000	$73,886
Design	471	$51,646	$32,430	$39,553	$48,000	$57,940	$73,224
Executive/Administrative	1,796	$73,499	$40,000	$49,366	$62,000	$83,000	$120,000
Production, Quality Control, Maintenance, etc	95	$47,133	$32,561	$37,681	$44,000	$55,404	$62,500
Project Study & Analysis	191	$53,939	$36,410	$41,193	$49,540	$57,925	$68,140
Research & Development	133	$55,344	$38,465	$45,090	$51,000	$64,977	$73,040
Sales/Marketing	119	$56,578	$34,400	$42,056	$50,600	$62,575	$79,848
Teaching/Training	115	$49,166	$32,062	$37,765	$46,500	$55,285	$71,200

Length of Experience and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
All Manufacturing/Extractive Employers	29	$28,284	$22,503	$25,465	$27,000	$28,815	$31,360
Aerospace & Aircraft Products	5	$27,426	$25,740	$26,010	$26,300	$28,350	$31,800
Electrical & Electronic Equipment	6	$27,485	$23,297	$25,000	$27,900	$30,300	$30,660
All Non-Manufacturing/Extractive Employers	38	$26,423	$18,220	$20,400	$24,350	$28,835	$36,100
Construction & Real Estate Development	5	$35,200	$24,500	$24,500	$30,000	$41,250	$62,997
Engineering Services	6	$22,713	$16,826	$18,500	$23,895	$25,350	$27,735
Private Practice	9	$24,423	$16,283	$18,590	$22,425	$31,095	$35,160

Continued

Length of Experience and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
One Year							
All Manufacturing/Extractive Employers	37	$28,655	$24,094	$25,885	$27,650	$30,875	$33,833
Aerospace & Aircraft Products	7	$29,171	$25,676	$26,573	$28,400	$31,499	$32,713
Electrical & Electronic Equipment	11	$28,071	$26,244	$26,978	$27,940	$28,958	$30,401
All Non-Manufacturing/Extractive Employers	66	$29,855	$20,975	$23,170	$26,000	$29,650	$42,108
Engineering Services	17	$30,127	$19,212	$22,626	$26,144	$38,175	$46,823
Government - Federal	12	$24,402	$22,387	$22,779	$24,690	$25,984	$26,000
Government - State	5	$25,209	$21,800	$21,812	$23,780	$29,163	$29,650
Private Practice	10	$26,049	$20,080	$21,200	$23,296	$26,000	$39,518
Utilities - Electric	7	$28,927	$26,716	$27,743	$28,540	$29,879	$31,685
Two Years							
All Manufacturing/Extractive Employers	67	$30,529	$24,300	$27,512	$30,000	$32,355	$37,812
Aerospace & Aircraft Products	10	$28,915	$26,980	$27,500	$28,040	$30,000	$32,572
Electrical & Electronic Equipment	17	$29,881	$26,044	$28,725	$30,150	$32,265	$32,964
Fabricated Metal Products	5	$27,019	$21,300	$22,875	$23,850	$30,410	$38,999
Petroleum & Coal Products	8	$37,250	$25,039	$30,134	$36,460	$42,950	$52,637
Transportation Equipment	5	$29,912	$28,000	$28,000	$28,200	$31,880	$34,280
All Non-Manufacturing/Extractive Employers	161	$29,264	$21,648	$23,720	$26,700	$30,518	$35,000
Communications Services (radio, TV, telephone & telegraph)	6	$50,130	$24,259	$32,000	$33,990	$72,400	$101,737
Construction & Real Estate Development	8	$35,921	$23,300	$24,350	$25,900	$30,585	$81,340
Engineering Services	36	$29,671	$21,624	$23,150	$26,075	$29,450	$33,535
Government - Federal	14	$27,408	$21,852	$24,981	$25,980	$28,887	$32,413
Government - State	14	$22,920	$20,443	$20,688	$22,385	$25,200	$26,535
Government - Local (cities, counties, etc.)	14	$27,228	$21,149	$22,788	$25,750	$31,500	$34,472
Private Practice	32	$26,044	$21,209	$22,970	$24,750	$29,050	$31,290
Utilities - Electric	24	$30,594	$27,771	$28,570	$29,643	$31,660	$34,658
Three Years							
All Manufacturing/Extractive Employers	80	$34,539	$26,100	$29,450	$32,310	$36,660	$39,767
Aerospace & Aircraft Products	7	$32,137	$26,151	$27,352	$29,500	$37,181	$42,667
Chemical, Pharmaceutical & Allied Products	9	$32,399	$28,860	$29,700	$33,000	$34,260	$36,216
Electrical & Electronic Equipment	17	$32,619	$29,103	$30,150	$31,560	$35,171	$36,332
Fabricated Metal Products	7	$29,567	$22,249	$25,200	$27,600	$31,495	$43,322
Petroleum & Coal Products	18	$42,896	$26,746	$32,220	$36,638	$40,200	$56,429
All Non-Manufacturing/Extractive Employers	145	$30,423	$22,000	$26,006	$29,162	$32,225	$37,180
Construction & Real Estate Development	10	$38,169	$26,425	$27,400	$30,370	$34,900	$72,747
Engineering Services	17	$28,848	$23,840	$25,778	$27,516	$31,125	$39,367
Government - Federal	20	$30,217	$25,000	$26,190	$28,888	$30,510	$39,741
Government - State	7	$22,579	$21,398	$21,451	$22,197	$23,259	$25,119
Government - Local (cities, counties, etc.)	11	$30,048	$21,200	$24,756	$27,400	$34,625	$42,707
Private Practice	32	$30,046	$20,755	$24,270	$28,050	$32,270	$44,309
Utilities - Electric	25	$31,944	$29,100	$30,231	$31,350	$32,525	$35,320
Utilities - Other or Mixed	5	$32,336	$25,500	$30,000	$31,740	$35,235	$38,940
Four Years							
All Manufacturing/Extractive Employers	91	$39,155	$29,081	$31,333	$34,140	$37,135	$43,000
Aerospace & Aircraft Products	5	$34,754	$30,000	$32,250	$33,468	$36,475	$42,999
Chemical, Pharmaceutical & Allied Products	12	$34,037	$31,670	$32,300	$34,320	$35,300	$37,000
Electrical & Electronic Equipment	15	$34,047	$28,620	$31,333	$33,000	$36,935	$41,160
Fabricated Metal Products	9	$32,331	$27,400	$29,050	$31,100	$35,870	$38,791
Petroleum & Coal Products	26	$36,331	$31,000	$33,500	$36,105	$39,300	$41,651
Transportation Equipment	6	$79,411	$30,861	$31,500	$34,059	$36,028	$282,502
All Non-Manufacturing/Extractive Employers	181	$32,893	$24,000	$27,261	$31,120	$34,946	$39,812
Communications Services (radio, TV, telephone & telegraph)	10	$43,507	$29,950	$31,900	$35,950	$49,000	$76,045
Construction & Real Estate Development	11	$30,975	$23,599	$27,625	$29,900	$33,475	$41,940
Engineering Services	31	$37,671	$23,132	$25,815	$31,500	$36,645	$49,872
Government - Federal	11	$31,205	$28,797	$30,000	$30,589	$32,918	$33,407
Government - State	8	$25,575	$20,511	$23,936	$25,564	$28,445	$29,307
Government - Local (cities, counties, etc.)	9	$25,232	$20,560	$21,151	$26,091	$28,560	$30,276
Private Practice	44	$29,824	$22,682	$25,100	$28,400	$31,800	$36,150
Utilities - Electric	36	$34,639	$30,910	$32,000	$34,316	$36,684	$39,600
Utilities - Pipelines	5	$35,315	$29,275	$31,319	$33,000	$40,325	$42,800
Utilities - Other or Mixed	8	$32,483	$26,006	$29,902	$32,150	$35,240	$39,934
Five through Nine Years							
All Manufacturing/Extractive Employers	463	$40,058	$30,524	$33,500	$37,432	$43,570	$52,000
Aerospace & Aircraft Products	34	$37,894	$31,229	$33,500	$37,297	$39,780	$44,000
Chemical, Pharmaceutical & Allied Products	48	$39,804	$31,728	$34,679	$37,627	$42,300	$49,035
Electrical & Electronic Equipment	60	$39,757	$32,614	$35,400	$37,916	$43,150	$50,500
Fabricated Metal Products	50	$36,087	$28,740	$32,000	$34,409	$38,830	$45,000
Food, Beverage & Tobacco Products	18	$39,516	$32,013	$35,900	$36,788	$43,401	$48,060
Machinery (except electrical)	24	$36,099	$26,530	$28,400	$34,000	$40,350	$50,222
Petroleum & Coal Products	98	$46,456	$33,180	$37,300	$44,300	$52,000	$61,540
Primary Metal Industries	15	$35,177	$27,300	$30,195	$33,349	$39,000	$42,000
Rubber & Plastic Products	8	$39,995	$35,253	$36,220	$40,500	$43,248	$44,669
Stone, Clay, Glass & Concrete Products	15	$39,130	$30,000	$31,925	$34,550	$41,638	$50,000
Transportation Equipment	25	$38,852	$30,340	$32,150	$36,160	$41,400	$49,500
All Non-Manufacturing/Extractive Employers	1,337	$37,398	$27,500	$31,115	$35,500	$40,590	$47,878
Colleges & Universities	26	$35,912	$23,060	$29,964	$35,000	$40,000	$47,990
Communications Services (radio, TV, telephone & telegraph)	29	$39,703	$32,200	$34,710	$38,900	$43,075	$50,420
Construction & Real Estate Development	112	$40,403	$29,925	$32,958	$37,542	$43,400	$51,825
Engineering Services	262	$36,700	$27,470	$30,800	$35,489	$40,700	$46,842
Government - Federal	71	$34,707	$30,526	$31,567	$33,603	$36,972	$40,896
Government - State	65	$30,805	$24,400	$26,037	$29,880	$34,044	$38,000
Government - Local (cities, counties, etc.)	114	$32,987	$25,960	$28,000	$32,105	$37,450	$40,791
Private Practice	355	$38,035	$27,040	$30,163	$34,450	$41,000	$52,000
Research Organizations & Laboratories	8	$39,251	$31,625	$34,450	$37,828	$44,200	$48,300
Transportation Services	13	$41,003	$29,796	$33,651	$36,120	$44,500	$58,281

Continued

Length of Experience and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Utilities - Electric	168	$39,494	$33,230	$35,743	$38,530	$42,425	$46,987
Utilities - Gas	34	$37,483	$30,225	$34,568	$35,910	$42,228	$44,328
Utilities - Pipelines	15	$49,696	$34,200	$36,525	$39,060	$41,886	$57,500
Utilities - Other or Mixed	31	$37,409	$28,720	$30,500	$38,300	$40,485	$47,620
10 through 14 Years							
All Manufacturing/Extractive Employers	413	$47,134	$34,099	$38,889	$44,000	$52,000	$63,331
Aerospace & Aircraft Products	31	$42,987	$33,200	$37,031	$41,132	$45,900	$53,173
Chemical, Pharmaceutical & Allied Products	50	$45,433	$34,452	$39,500	$44,100	$50,000	$57,990
Electrical & Electronic Equipment	55	$44,358	$33,390	$37,010	$41,200	$49,875	$58,500
Fabricated Metal Products	54	$44,913	$31,180	$36,900	$41,750	$50,300	$59,500
Food, Beverage & Tobacco Products	26	$45,630	$36,256	$41,500	$45,540	$48,500	$59,500
Machinery (except electrical)	19	$47,887	$33,441	$38,997	$43,500	$48,225	$70,499
Petroleum & Coal Products	71	$57,002	$39,735	$44,468	$55,000	$65,890	$72,000
Primary Metal Industries	21	$41,176	$31,882	$34,060	$38,424	$44,150	$49,138
Rubber & Plastic Products	8	$43,915	$38,050	$40,825	$42,600	$46,975	$52,449
Stone, Clay, Glass & Concrete Products	18	$45,888	$32,832	$35,500	$40,877	$47,472	$65,980
Transportation Equipment	20	$48,104	$37,212	$38,422	$45,004	$54,195	$65,703
All Non-Manufacturing/Extractive Employers	1,605	$45,517	$31,260	$36,000	$42,000	$49,400	$60,000
Colleges & Universities	33	$37,792	$25,900	$30,000	$38,961	$43,914	$49,600
Communications Services (radio, TV, telephone & telegraph)	37	$45,104	$34,740	$39,456	$44,000	$49,550	$57,588
Construction & Real Estate Development	111	$52,755	$30,768	$38,350	$46,800	$57,675	$82,000
Engineering Services	288	$45,909	$32,642	$37,500	$44,300	$51,000	$59,970
Government - Federal	63	$37,373	$31,000	$33,603	$37,887	$40,204	$43,959
Government - State	66	$35,121	$28,013	$30,035	$33,300	$39,380	$42,621
Government - Local (cities, counties, etc.)	160	$37,692	$29,200	$32,850	$37,018	$41,071	$46,754
Private Practice	513	$49,006	$31,472	$36,000	$42,740	$50,088	$67,460
Research Organizations & Laboratories	12	$47,401	$34,200	$39,300	$47,809	$52,800	$62,099
Transportation Services	12	$48,854	$39,834	$41,700	$43,400	$53,276	$70,715
Utilities - Electric	200	$46,224	$36,000	$40,000	$44,684	$50,970	$57,462
Utilities - Gas	17	$41,845	$34,880	$40,063	$43,000	$43,760	$48,058
Utilities - Pipelines	11	$47,460	$28,020	$40,300	$50,000	$56,500	$60,499
Utilities - Other or Mixed	46	$41,731	$33,200	$36,705	$40,470	$45,852	$49,310
15 through 19 Years							
All Manufacturing/Extractive Employers	352	$54,545	$36,520	$41,306	$49,109	$57,967	$77,088
Aerospace & Aircraft Products	19	$44,948	$36,160	$36,763	$43,680	$47,652	$54,140
Chemical, Pharmaceutical & Allied Products	35	$55,087	$40,000	$43,386	$52,300	$64,200	$74,000
Electrical & Electronic Equipment	63	$53,176	$36,408	$41,279	$48,300	$57,750	$63,320
Fabricated Metal Products	38	$50,428	$32,250	$37,000	$43,100	$50,632	$93,037
Food, Beverage & Tobacco Products	27	$57,449	$43,400	$45,990	$53,000	$61,190	$83,639
Machinery (except electrical)	20	$57,161	$34,562	$41,000	$54,425	$70,500	$86,750
Petroleum & Coal Products	48	$74,264	$41,118	$49,080	$62,038	$78,644	$110,036
Primary Metal Industries	19	$48,607	$38,142	$40,440	$47,520	$50,366	$61,633
Rubber & Plastic Products	7	$48,301	$36,000	$36,276	$43,700	$59,950	$67,999
Stone, Clay, Glass & Concrete Products	13	$42,651	$33,740	$36,200	$41,300	$45,900	$58,499
Transportation Equipment	24	$49,591	$39,554	$42,360	$45,510	$53,209	$70,100
All Non-Manufacturing/Extractive Employers	1,123	$52,670	$35,758	$40,272	$47,480	$58,000	$75,000
Colleges & Universities	53	$51,123	$36,533	$41,450	$49,950	$55,250	$70,655
Communications Services (radio, TV, telephone & telegraph)	22	$47,470	$36,880	$42,500	$45,950	$55,000	$59,650
Construction & Real Estate Development	62	$61,967	$40,700	$46,800	$53,770	$69,000	$89,392
Engineering Services	191	$55,677	$35,460	$41,700	$50,000	$60,000	$80,630
Government - Federal	75	$43,437	$34,900	$36,743	$42,611	$48,197	$54,900
Government - State	62	$38,235	$30,518	$34,227	$38,050	$42,000	$44,591
Government - Local (cities, counties, etc.)	91	$42,468	$32,888	$35,813	$40,000	$46,653	$55,043
Private Practice	345	$57,741	$36,000	$42,000	$50,000	$65,475	$91,000
Research Organizations & Laboratories	16	$52,771	$41,110	$44,200	$49,849	$57,444	$74,299
Transportation Services	6	$52,405	$38,200	$40,000	$45,465	$57,500	$84,947
Utilities - Electric	116	$51,423	$39,420	$44,263	$49,527	$55,935	$68,270
Utilities - Gas	20	$46,322	$36,402	$39,500	$44,693	$51,314	$60,300
Utilities - Pipelines	12	$58,911	$42,240	$45,966	$56,000	$65,900	$85,749
Utilities - Other or Mixed	25	$53,104	$38,300	$42,608	$52,500	$55,728	$69,999
20 through 24 Years							
All Manufacturing/Extractive Employers	330	$57,583	$36,940	$42,650	$51,250	$62,975	$83,400
Aerospace & Aircraft Products	44	$57,899	$36,340	$41,475	$50,131	$59,727	$71,459
Chemical, Pharmaceutical & Allied Products	37	$54,317	$39,502	$45,855	$51,440	$64,000	$76,128
Electrical & Electronic Equipment	55	$58,153	$40,000	$45,000	$53,000	$59,633	$76,800
Fabricated Metal Products	42	$52,627	$31,474	$37,800	$43,200	$60,500	$74,609
Food, Beverage & Tobacco Products	10	$58,321	$34,948	$46,740	$54,250	$68,000	$91,997
Machinery (except electrical)	23	$55,506	$30,000	$38,638	$42,000	$57,106	$91,118
Petroleum & Coal Products	36	$71,410	$38,020	$50,000	$68,711	$89,878	$101,810
Primary Metal Industries	15	$51,410	$40,739	$44,365	$47,616	$59,323	$69,400
Rubber & Plastic Products	5	$57,667	$41,500	$44,125	$46,337	$64,125	$104,995
Stone, Clay, Glass & Concrete Products	16	$49,840	$35,467	$44,000	$51,700	$58,780	$60,128
Transportation Equipment	17	$55,106	$40,165	$46,603	$51,025	$54,333	$84,037
All Non-Manufacturing/Extractive Employers	1,229	$56,836	$35,727	$41,600	$50,000	$63,450	$82,500
Colleges & Universities	85	$52,631	$33,030	$39,678	$49,000	$60,250	$69,500
Communications Services (radio, TV, telephone & telegraph)	34	$62,388	$40,720	$44,200	$53,500	$75,000	$100,599
Construction & Real Estate Development	71	$71,999	$40,880	$46,851	$60,000	$80,000	$112,560
Engineering Services	177	$60,283	$37,116	$44,775	$53,150	$68,000	$88,279
Government - Federal	110	$47,348	$36,379	$41,250	$46,967	$51,000	$58,136
Government - State	73	$42,279	$33,881	$36,758	$41,000	$46,082	$51,538
Government - Local (cities, counties, etc.)	110	$43,722	$33,500	$37,250	$42,000	$49,800	$56,283
Private Practice	390	$62,600	$35,300	$43,000	$54,000	$72,000	$98,000
Research Organizations & Laboratories	15	$68,233	$43,864	$50,834	$57,000	$76,150	$87,999
Transportation Services	7	$46,620	$36,480	$40,743	$45,720	$50,439	$59,590
Utilities - Electric	96	$54,427	$42,025	$45,010	$52,300	$61,000	$67,428
Utilities - Gas	13	$50,393	$40,284	$45,550	$47,280	$57,125	$63,039
Utilities - Pipelines	9	$63,994	$35,136	$46,313	$62,868	$78,575	$97,278
Utilities - Other or Mixed	19	$56,240	$32,320	$47,267	$52,752	$64,500	$82,079

Continued

Length of Experience and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
25 through 29 Years							
All Manufacturing/Extractive Employers	377	$59,035	$37,539	$45,000	$54,000	$65,850	$86,394
Aerospace & Aircraft Products	35	$54,286	$36,400	$42,250	$51,792	$58,836	$68,000
Chemical, Pharmaceutical & Allied Products	50	$63,777	$36,837	$48,050	$56,050	$73,000	$97,350
Electrical & Electronic Equipment	53	$60,742	$38,884	$45,975	$54,000	$65,500	$95,399
Fabricated Metal Products	47	$55,160	$34,935	$40,230	$48,048	$61,775	$83,136
Food, Beverage & Tobacco Products	19	$51,652	$37,360	$41,442	$50,000	$59,575	$70,399
Machinery (except electrical)	29	$50,213	$30,980	$39,364	$48,330	$56,775	$60,900
Petroleum & Coal Products	43	$71,944	$45,060	$56,260	$65,000	$80,679	$106,400
Primary Metal Industries	12	$56,958	$41,356	$45,750	$51,500	$63,500	$84,798
Rubber & Plastic Products	7	$54,328	$34,740	$37,275	$49,500	$70,250	$85,076
Stone, Clay, Glass & Concrete Products	18	$52,921	$40,449	$42,000	$54,100	$60,000	$65,251
Transportation Equipment	21	$57,592	$38,747	$44,512	$52,465	$60,000	$81,076
All Non-Manufacturing/Extractive Employers	1,361	$57,746	$36,000	$42,455	$51,069	$64,650	$86,000
Colleges & Universities	113	$53,774	$34,536	$44,035	$51,000	$60,550	$76,120
Communications Services (radio, TV, telephone & telegraph)	25	$60,017	$42,600	$46,800	$55,000	$76,475	$83,600
Construction & Real Estate Development	93	$72,365	$39,920	$48,120	$65,000	$87,750	$111,831
Engineering Services	178	$61,868	$38,725	$46,000	$55,000	$70,000	$91,297
Government - Federal	124	$48,081	$35,000	$40,000	$46,986	$54,649	$63,383
Government - State	94	$41,529	$32,036	$35,552	$41,912	$45,877	$53,508
Government - Local (cities, counties, etc.)	119	$44,849	$32,641	$37,711	$43,240	$50,969	$57,299
Private Practice	397	$63,807	$36,797	$44,975	$55,601	$72,183	$97,400
Research Organizations & Laboratories	20	$59,378	$44,249	$51,300	$55,790	$67,250	$78,250
Transportation Services	9	$59,994	$38,371	$43,564	$56,608	$65,675	$96,077
Utilities - Electric	88	$59,890	$41,030	$46,550	$52,640	$65,415	$84,350
Utilities - Gas	21	$60,018	$38,633	$42,275	$51,000	$65,013	$99,597
Utilities - Pipelines	14	$61,567	$48,123	$51,000	$61,140	$67,000	$84,124
Utilities - Other or Mixed	26	$56,647	$42,040	$48,400	$52,500	$65,600	$76,449
30 Years or More							
All Manufacturing/Extractive Employers	785	$67,825	$38,800	$46,139	$56,450	$75,000	$104,500
Aerospace & Aircraft Products	84	$54,522	$37,944	$44,473	$51,800	$57,600	$64,500
Chemical, Pharmaceutical & Allied Products	84	$76,371	$42,900	$50,374	$60,000	$84,998	$132,000
Electrical & Electronic Equipment	135	$68,842	$39,376	$47,772	$59,200	$69,800	$95,000
Fabricated Metal Products	82	$66,598	$37,284	$44,800	$52,250	$75,000	$100,000
Food, Beverage & Tobacco Products	32	$65,254	$42,584	$49,125	$57,500	$68,439	$110,450
Machinery (except electrical)	74	$58,504	$35,346	$42,000	$51,000	$70,000	$88,030
Petroleum & Coal Products	95	$86,762	$45,000	$60,000	$75,000	$102,226	$139,999
Primary Metal Industries	33	$61,235	$41,801	$44,330	$55,500	$65,000	$82,438
Rubber & Plastic Products	20	$64,271	$38,000	$46,674	$60,000	$77,250	$96,999
Stone, Clay, Glass & Concrete Products	36	$69,358	$36,690	$40,965	$58,500	$83,150	$99,500
Transportation Equipment	33	$57,074	$36,480	$42,000	$49,600	$59,250	$97,594
All Non-Manufacturing/Extractive Employers	2,494	$63,345	$35,100	$43,000	$54,000	$70,000	$100,000
Colleges & Universities	196	$54,908	$34,392	$41,004	$52,760	$65,025	$79,886
Communications Services (radio, TV, telephone & telegraph)	35	$64,867	$39,999	$43,606	$59,300	$76,558	$105,500
Construction & Real Estate Development	156	$80,743	$35,000	$45,250	$64,050	$100,000	$154,528
Engineering Services	398	$67,209	$38,384	$48,000	$60,000	$75,000	$99,225
Government - Federal	166	$50,114	$35,803	$41,105	$48,008	$57,075	$66,144
Government - State	145	$43,759	$32,500	$37,050	$42,144	$48,200	$54,000
Government - Local (cities, counties, etc.)	196	$45,028	$32,050	$37,325	$43,468	$50,615	$60,000
Private Practice	775	$70,809	$35,000	$44,740	$58,000	$82,350	$120,000
Research Organizations & Laboratories	40	$57,168	$40,916	$45,800	$52,000	$63,750	$79,300
Transportation Services	22	$80,182	$42,319	$51,120	$59,000	$72,700	$155,608
Utilities - Electric	167	$63,716	$42,220	$49,585	$58,860	$68,000	$88,696
Utilities - Gas	38	$60,740	$35,281	$45,600	$56,150	$64,000	$98,918
Utilities - Pipelines	14	$70,683	$46,035	$51,500	$64,728	$79,100	$115,999
Utilities - Other or Mixed	63	$68,547	$42,160	$48,000	$60,000	$74,625	$107,799

Length of Experience and Registration Status

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Professional Engineer	5	$42,199	$25,350	$27,070	$37,000	$59,250	$63,000
Engineer-in-Training/Engineer Intern	56	$25,614	$18,763	$22,713	$25,620	$28,635	$30,696
No Professional Registration or Certification	5	$27,143	$16,045	$18,636	$24,170	$33,000	$47,998
One Year							
Professional Engineer	8	$47,471	$29,692	$34,636	$46,000	$55,000	$72,700
Engineer-in-Training/Engineer Intern	87	$27,587	$21,616	$23,720	$26,300	$29,000	$31,983
No Professional Registration or Certification	6	$24,605	$22,448	$23,000	$23,400	$26,970	$28,322
Two Years							
Professional Engineer	17	$41,165	$28,625	$31,025	$35,500	$41,500	$66,617
Engineer-in-Training/Engineer Intern	197	$27,862	$21,845	$24,000	$27,600	$30,476	$33,000
No Professional Registration or Certification	7	$26,945	$24,620	$25,620	$26,760	$28,550	$28,900
Three Years							
Professional Engineer	20	$47,999	$27,410	$33,750	$40,720	$51,236	$73,869
Engineer-in-Training/Engineer Intern	187	$30,080	$22,629	$26,713	$29,900	$32,500	$37,000
No Professional Registration or Certification	11	$31,726	$29,272	$30,275	$31,200	$33,650	$34,763
Four Years							
Professional Engineer & some other registration	5	$103,486	$39,000	$40,425	$52,500	$133,758	$310,006
Professional Engineer	53	$38,556	$25,960	$29,182	$32,800	$37,305	$48,296
Engineer-in-Training/Engineer Intern	191	$32,334	$24,980	$28,640	$32,000	$35,150	$39,300
No Professional Registration or Certification	15	$31,790	$21,600	$28,825	$32,900	$36,198	$37,500

Continued

Length of Experience and Registration Status

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Five through Nine Years							
Professional Engineer & Registered Land Surveyor	58	$36,765	$27,000	$30,100	$35,200	$42,911	$51,700
Professional Engineer & some other registration	64	$38,411	$28,159	$32,050	$36,150	$40,500	$50,102
Professional Engineer	1,348	$38,612	$28,600	$32,000	$36,600	$42,100	$50,000
Engineer-in-Training/Engineer Intern	281	$35,547	$26,347	$31,485	$34,800	$39,600	$44,040
No Professional Registration or Certification	42	$40,859	$27,248	$32,500	$36,774	$42,100	$48,006
10 through 14 Years							
Professional Engineer & Registered Land Surveyor	181	$47,171	$30,000	$35,000	$40,593	$51,090	$64,080
Professional Engineer & Registered Architect	6	$36,512	$23,080	$23,800	$36,710	$47,050	$51,325
Professional Engineer & some other registration	88	$46,688	$31,000	$37,424	$42,125	$49,760	$67,860
Professional Engineer	1,616	$45,887	$32,400	$36,602	$42,600	$50,000	$60,000
Land Surveyor	7	$30,057	$17,919	$23,125	$27,000	$34,500	$48,798
Engineer-in-Training/Engineer Intern	86	$43,875	$32,609	$36,400	$41,820	$48,500	$59,402
No Professional Registration or Certification	35	$44,033	$30,396	$37,125	$43,200	$49,795	$56,930
15 through 19 Years							
Professional Engineer & Registered Land Surveyor	145	$56,393	$33,935	$37,375	$49,000	$64,650	$85,000
Professional Engineer & Registered Architect	5	$53,260	$34,500	$43,725	$50,000	$58,750	$84,997
Professional Engineer & some other registration	71	$62,770	$36,000	$42,000	$48,520	$59,941	$93,399
Professional Engineer	1,195	$52,296	$36,000	$40,803	$47,850	$57,361	$73,000
Land Surveyor	6	$48,868	$28,759	$30,549	$43,050	$55,000	$89,196
Engineer-in-Training/Engineer Intern	34	$48,116	$36,078	$40,595	$47,600	$52,340	$61,580
No Professional Registration or Certification	18	$52,632	$35,404	$40,740	$44,500	$55,000	$92,247
20 through 24 Years							
Professional Engineer & Registered Land Surveyor	237	$57,345	$33,680	$39,875	$50,000	$65,000	$80,800
Professional Engineer & Registered Architect	9	$54,972	$33,200	$35,188	$52,000	$62,700	$98,996
Professional Engineer & some other registration	88	$59,126	$35,102	$40,320	$49,900	$62,569	$90,000
Professional Engineer	1,182	$57,129	$36,600	$42,600	$50,125	$63,000	$83,270
Land Surveyor	6	$40,715	$27,981	$30,600	$41,000	$50,000	$53,600
Engineer-in-Training/Engineer Intern	17	$50,921	$33,000	$37,750	$44,500	$54,355	$75,118
No Professional Registration or Certification	24	$51,175	$34,695	$42,350	$48,075	$60,005	$70,515
25 through 29 Years							
Professional Engineer & Registered Land Surveyor	290	$57,359	$34,535	$41,700	$50,000	$62,500	$85,500
Professional Engineer & Registered Architect	12	$51,383	$34,850	$40,000	$45,500	$50,950	$76,092
Professional Engineer & some other registration	94	$64,817	$39,162	$45,000	$54,750	$70,000	$93,300
Professional Engineer	1,296	$57,967	$36,644	$43,500	$52,000	$65,000	$85,818
Engineer-in-Training/Engineer Intern	17	$57,819	$38,999	$41,000	$55,000	$73,175	$84,500
No Professional Registration or Certification	22	$49,041	$34,371	$40,000	$48,616	$51,000	$68,149
30 Years or More							
Professional Engineer & Registered Land Surveyor	556	$64,268	$34,500	$41,865	$52,000	$72,000	$109,909
Professional Engineer & Registered Architect	28	$74,346	$30,000	$44,000	$65,205	$76,340	$134,995
Professional Engineer & some other registration	207	$64,448	$35,740	$42,810	$53,280	$70,000	$90,000
Professional Engineer	2,440	$64,407	$36,936	$44,650	$55,200	$70,945	$100,000
Land Surveyor	5	$72,820	$42,600	$49,650	$64,500	$86,750	$133,994
Engineer-in-Training/Engineer Intern	12	$50,037	$30,899	$35,084	$42,460	$67,750	$79,399
No Professional Registration or Certification	31	$69,399	$32,678	$39,493	$53,000	$70,250	$124,061

Length of Experience and Supervisory Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Non-Managerial Positions	42	$25,805	$19,850	$23,000	$25,863	$28,000	$30,672
Supervise 3 - 9 Non-professionals	6	$19,858	$15,644	$16,045	$17,570	$23,500	$28,323
One Year							
Non-Managerial Positions	58	$27,399	$22,116	$24,500	$26,763	$29,140	$31,407
Supervise 3 - 9 Non-professionals	12	$25,230	$21,199	$22,618	$24,692	$28,290	$30,067
Supervise 10 - 49 Non-professionals	8	$33,324	$24,432	$26,365	$28,200	$36,130	$55,476
Two Years							
Non-Managerial Positions	106	$28,206	$22,230	$25,800	$28,010	$30,300	$32,982
Supervise 1 - 2 Professionals	12	$29,989	$21,482	$24,678	$30,428	$34,929	$37,482
Supervise 3 - 4 Professionals	9	$32,109	$23,772	$24,850	$30,570	$39,500	$42,800
Supervise 3 - 9 Non-professionals	25	$30,358	$21,385	$23,114	$26,000	$29,083	$35,000
Supervise 10 - 49 Non-professionals	5	$45,004	$21,320	$22,580	$33,000	$59,425	$102,694
Supervise 5 - 9 Professionals & Non-professionals	9	$28,104	$21,850	$22,558	$30,500	$31,845	$32,383
Supervise 10 - 49 Professionals & Non-professionals	11	$31,453	$25,460	$26,970	$29,600	$34,500	$42,772
Three Years							
Non-Managerial Positions	112	$31,025	$24,862	$27,854	$30,512	$34,325	$38,002
Supervise 1 - 2 Professionals	10	$29,482	$21,098	$28,500	$29,620	$32,768	$35,915
Supervise 3 - 4 Professionals	9	$29,789	$22,422	$25,800	$27,850	$32,125	$41,216
Supervise 3 - 9 Non-professionals	30	$29,743	$21,800	$26,000	$28,720	$32,500	$36,750
Supervise 3 - 4 Professionals & Non-professionals	7	$52,531	$26,453	$27,501	$30,750	$56,675	$129,391
Supervise 10 - 49 Professionals & Non-professionals	10	$37,340	$27,578	$28,889	$32,748	$41,200	$58,246

Continued

Length of Experience and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Four Years							
Non-Managerial Positions	110	$32,114	$25,162	$29,480	$32,540	$35,400	$37,620
Supervise 1 - 2 Professionals	12	$30,037	$23,618	$26,694	$30,870	$32,340	$36,209
Supervise 3 - 4 Professionals	16	$33,009	$26,150	$28,601	$31,660	$37,100	$39,800
Supervise 5 - 9 Professionals	6	$38,206	$28,563	$29,135	$38,050	$43,000	$51,549
Supervise 3 - 9 Non-professionals	26	$28,604	$22,750	$24,000	$28,350	$31,500	$35,158
Supervise 10 - 49 Non-professionals	9	$33,599	$23,669	$29,238	$32,000	$41,134	$43,674
Supervise 50 or More Non-professionals	5	$43,280	$40,900	$42,325	$43,500	$44,400	$45,000
Supervise 3 - 4 Professionals & Non-professionals	7	$31,749	$26,000	$30,375	$32,460	$33,925	$35,264
Supervise 5 - 9 Professionals & Non-professionals	17	$37,253	$23,930	$29,750	$33,500	$39,734	$55,639
Supervise 10 - 49 Professionals & Non-professionals	7	$39,086	$30,800	$34,000	$37,500	$46,750	$49,080
Five through Nine Years							
Non-Managerial Positions	550	$36,244	$28,322	$31,998	$35,000	$39,217	$44,296
Supervise 1 - 2 Professionals	82	$37,270	$27,672	$31,650	$35,430	$39,875	$42,395
Supervise 3 - 4 Professionals	115	$35,153	$28,120	$30,315	$33,800	$38,452	$45,000
Supervise 5 - 9 Professionals	114	$39,132	$29,261	$33,350	$38,426	$43,900	$47,798
Supervise 10 - 49 Professionals	46	$45,064	$31,266	$37,500	$42,000	$51,420	$57,850
Supervise 3 - 9 Non-professionals	139	$35,769	$26,714	$29,820	$35,820	$39,552	$45,000
Supervise 10 - 49 Non-professionals	75	$39,489	$27,600	$31,625	$35,000	$40,000	$46,800
Supervise 50 or More Non-professionals	23	$48,118	$36,995	$38,950	$46,500	$53,475	$64,600
Supervise 3 - 4 Professionals & Non-professionals	79	$38,376	$29,397	$33,000	$37,141	$41,000	$48,318
Supervise 5 - 9 Professionals & Non-professionals	153	$40,838	$28,920	$32,875	$38,000	$45,000	$52,800
Supervise 10 - 49 Professionals & Non-professionals	149	$43,139	$31,080	$35,000	$41,000	$49,563	$56,396
Supervise 50 - 99 Professionals & Non-professionals	17	$49,733	$36,130	$37,775	$45,000	$50,300	$64,019
Supervise 100 - 249 Professionals & Non-professionals	11	$50,049	$36,858	$40,649	$48,000	$56,397	$69,678
10 through 14 Years							
Non-Managerial Positions	338	$40,924	$30,860	$35,388	$40,000	$45,000	$50,322
Supervise 1 - 2 Professionals	95	$40,206	$30,492	$34,669	$39,500	$43,950	$50,520
Supervise 3 - 4 Professionals	146	$41,214	$32,521	$35,112	$39,950	$44,500	$52,000
Supervise 5 - 9 Professionals	172	$43,434	$34,580	$36,707	$42,415	$48,150	$54,020
Supervise 10 - 49 Professionals	97	$49,727	$37,600	$42,730	$46,840	$56,000	$63,000
Supervise 50 or More Professionals	8	$55,656	$35,998	$43,664	$56,370	$65,450	$77,000
Supervise 3 - 9 Non-professionals	106	$42,013	$28,000	$33,000	$39,000	$45,000	$55,926
Supervise 10 - 49 Non-professionals	84	$41,106	$30,328	$33,910	$39,300	$45,000	$55,008
Supervise 50 or More Non-professionals	27	$47,032	$32,320	$38,000	$45,000	$51,875	$59,220
Supervise 3 - 4 Professionals & Non-professionals	86	$45,025	$31,404	$35,814	$42,000	$50,300	$58,333
Supervise 5 - 9 Professionals & Non-professionals	265	$48,502	$32,500	$37,002	$42,000	$50,000	$65,250
Supervise 10 - 49 Professionals & Non-professionals	329	$52,194	$36,000	$40,946	$48,000	$56,250	$70,767
Supervise 50 - 99 Professionals & Non-professionals	45	$64,252	$40,800	$44,856	$50,000	$65,500	$84,999
Supervise 100 - 249 Professionals & Non-professionals	37	$58,151	$40,156	$46,877	$55,000	$66,500	$75,740
Supervise 250 or More Professionals & Non-professionals	13	$61,193	$48,938	$49,995	$52,203	$63,725	$85,795
15 through 19 Years							
Non-Managerial Positions	237	$44,661	$33,000	$37,362	$43,700	$49,349	$56,875
Supervise 1 - 2 Professionals	45	$47,003	$35,700	$39,313	$44,520	$52,125	$61,300
Supervise 3 - 4 Professionals	71	$44,784	$34,500	$37,520	$43,200	$48,465	$57,280
Supervise 5 - 9 Professionals	144	$48,914	$35,493	$40,000	$45,000	$53,150	$62,220
Supervise 10 - 49 Professionals	98	$58,501	$40,930	$46,250	$53,370	$64,428	$82,600
Supervise 50 or More Professionals	21	$71,896	$51,804	$55,475	$62,650	$75,239	$98,086
Supervise 3 - 9 Non-professionals	49	$46,360	$29,996	$35,656	$40,000	$47,125	$59,560
Supervise 10 - 49 Non-professionals	48	$50,070	$34,000	$37,463	$44,793	$53,428	$69,730
Supervise 50 or More Non-professionals	23	$54,897	$36,458	$40,125	$49,000	$57,875	$100,600
Supervise 3 - 4 Professionals & Non-professionals	44	$52,364	$40,000	$42,850	$48,000	$55,550	$67,563
Supervise 5 - 9 Professionals & Non-professionals	161	$52,294	$36,000	$42,000	$48,000	$57,521	$79,996
Supervise 10 - 49 Professionals & Non-professionals	273	$58,198	$37,580	$43,356	$52,000	$62,500	$83,100
Supervise 50 - 99 Professionals & Non-professionals	65	$59,201	$38,805	$44,504	$55,500	$66,400	$85,000
Supervise 100 - 249 Professionals & Non-professionals	45	$76,131	$46,704	$53,480	$61,000	$83,625	$129,598
Supervise 250 or More Professionals & Non-professionals	28	$77,758	$44,879	$54,842	$67,250	$73,106	$122,359
20 through 24 Years							
Non-Managerial Positions	209	$46,498	$34,125	$38,583	$44,700	$50,548	$62,377
Supervise 1 - 2 Professionals	44	$43,509	$33,370	$36,286	$42,750	$47,300	$53,197
Supervise 3 - 4 Professionals	67	$45,692	$33,600	$37,644	$43,000	$50,750	$63,199
Supervise 5 - 9 Professionals	125	$50,044	$36,234	$42,000	$47,800	$55,015	$65,000
Supervise 10 - 49 Professionals	137	$61,423	$40,040	$46,350	$57,000	$69,000	$79,617
Supervise 50 or More Professionals	43	$75,911	$45,628	$55,667	$64,700	$83,975	$127,299
Supervise 3 - 9 Non-professionals	48	$49,928	$31,240	$37,050	$43,239	$52,950	$80,700
Supervise 10 - 49 Non-professionals	38	$50,934	$32,750	$40,700	$49,885	$55,390	$67,194
Supervise 50 or More Non-professionals	32	$75,424	$41,198	$46,680	$57,730	$78,250	$126,296
Supervise 3 - 4 Professionals & Non-professionals	49	$54,492	$35,400	$39,025	$47,600	$60,175	$79,000
Supervise 5 - 9 Professionals & Non-professionals	173	$55,493	$34,740	$40,300	$50,000	$60,334	$75,120
Supervise 10 - 49 Professionals & Non-professionals	282	$61,665	$39,895	$45,180	$54,200	$69,000	$93,495
Supervise 50 - 99 Professionals & Non-professionals	76	$67,527	$43,050	$47,350	$59,000	$74,890	$111,800
Supervise 100 - 249 Professionals & Non-professionals	60	$71,295	$45,161	$52,850	$65,364	$76,180	$97,999
Supervise 250 or More Professionals & Non-professionals	38	$90,687	$50,460	$60,000	$73,100	$90,800	$157,097

Continued

Length of Experience and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
25 through 29 Years							
Non-Managerial Positions	236	$47,277	$34,325	$38,653	$45,000	$52,065	$62,490
Supervise 1 - 2 Professionals	37	$47,919	$31,000	$37,500	$45,110	$50,250	$56,000
Supervise 3 - 4 Professionals	71	$50,615	$35,840	$39,625	$46,644	$54,731	$66,740
Supervise 5 - 9 Professionals	127	$54,781	$37,420	$43,236	$50,496	$61,297	$75,840
Supervise 10 - 49 Professionals	153	$60,733	$41,131	$48,000	$55,000	$68,050	$85,274
Supervise 50 or More Professionals	53	$72,376	$48,088	$53,914	$63,850	$82,625	$100,169
Supervise 3 - 9 Non-professionals	41	$51,302	$33,840	$37,463	$45,000	$58,200	$66,000
Supervise 10 - 49 Non-professionals	43	$52,945	$31,160	$38,183	$47,000	$56,188	$89,200
Supervise 50 or More Non-professionals	34	$61,564	$42,340	$48,000	$57,199	$67,300	$87,836
Supervise 3 - 4 Professionals & Non-professionals	46	$52,298	$33,661	$38,968	$48,000	$59,200	$78,917
Supervise 5 - 9 Professionals & Non-professionals	137	$52,481	$34,974	$40,706	$48,780	$59,313	$69,600
Supervise 10 - 49 Professionals & Non-professionals	353	$62,730	$40,913	$48,464	$56,000	$68,000	$92,103
Supervise 50 - 99 Professionals & Non-professionals	97	$65,168	$40,525	$46,150	$56,245	$75,000	$98,800
Supervise 100 - 249 Professionals & Non-professionals	71	$74,598	$46,800	$54,138	$69,940	$80,000	$104,640
Supervise 250 or More Professionals & Non-professionals	56	$84,980	$49,050	$55,800	$75,150	$99,950	$133,600
30 Years or More							
Non-Managerial Positions	480	$50,024	$33,432	$39,990	$46,550	$55,056	$68,730
Supervise 1 - 2 Professionals	62	$51,034	$36,280	$40,000	$46,908	$58,000	$77,690
Supervise 3 - 4 Professionals	143	$48,658	$32,490	$39,247	$45,500	$55,624	$65,199
Supervise 5 - 9 Professionals	215	$54,717	$37,640	$44,007	$51,012	$63,075	$74,900
Supervise 10 - 49 Professionals	286	$63,646	$42,000	$50,000	$59,000	$70,000	$85,000
Supervise 50 or More Professionals	124	$88,360	$49,686	$59,600	$70,488	$93,650	$137,300
Supervise 3 - 9 Non-professionals	75	$48,919	$33,500	$38,642	$45,000	$58,000	$66,100
Supervise 10 - 49 Non-professionals	71	$58,026	$31,200	$38,110	$46,000	$62,000	$97,000
Supervise 50 or More Non-professionals	45	$73,212	$37,000	$43,985	$60,000	$100,100	$124,000
Supervise 3 - 4 Professionals & Non-professionals	80	$57,692	$30,600	$36,850	$50,000	$65,000	$81,999
Supervise 5 - 9 Professionals & Non-professionals	219	$61,040	$36,976	$43,000	$50,000	$63,415	$91,828
Supervise 10 - 49 Professionals & Non-professionals	593	$67,740	$39,669	$47,719	$60,000	$76,313	$104,104
Supervise 50 - 99 Professionals & Non-professionals	178	$77,455	$43,300	$52,400	$62,850	$86,000	$118,889
Supervise 100 - 249 Professionals & Non-professionals	163	$84,234	$48,597	$58,000	$75,250	$94,591	$130,500
Supervise 250 or More Professionals & Non-professionals	130	$102,269	$48,842	$60,000	$84,500	$121,500	$180,000

Length of Experience and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Under One Year							
Engineer I/II	24	$24,431	$18,649	$22,388	$25,100	$26,982	$28,446
Engineer III	20	$24,492	$16,640	$19,820	$25,743	$28,818	$30,214
Engineer IV	5	$30,210	$23,500	$24,888	$28,700	$33,525	$43,199
Engineer V	5	$36,363	$24,170	$26,775	$30,000	$43,500	$62,997
One Year							
Engineer I/II	20	$25,908	$21,385	$22,194	$26,600	$28,500	$29,980
Engineer III	41	$26,596	$20,520	$23,375	$25,980	$29,388	$32,364
Engineer IV	21	$29,393	$22,667	$25,017	$27,300	$31,578	$41,079
Engineer V	9	$32,776	$23,786	$26,696	$29,000	$33,104	$53,518
Two Years							
Engineer I/II	33	$26,747	$21,601	$23,263	$27,200	$30,342	$31,468
Engineer III	78	$26,979	$21,624	$23,800	$26,850	$29,706	$32,044
Engineer IV	82	$28,158	$22,142	$24,400	$27,850	$30,855	$35,000
Engineer V	16	$36,013	$22,730	$29,300	$32,550	$40,240	$54,668
Engineer VI	5	$37,379	$30,395	$31,224	$41,000	$41,500	$43,000
Three Years							
Engineer I/II	19	$28,375	$20,114	$25,727	$30,000	$31,150	$36,297
Engineer III	74	$28,635	$21,645	$25,599	$28,474	$32,000	$35,158
Engineer IV	82	$31,350	$25,525	$28,480	$30,550	$33,410	$38,141
Engineer V	25	$31,950	$27,400	$28,864	$31,700	$35,163	$37,080
Engineer VII	9	$59,323	$39,507	$43,195	$47,221	$59,561	$112,689
Four Years							
Engineer I/II	20	$28,985	$21,528	$24,786	$28,958	$33,230	$35,655
Engineer III	70	$30,174	$22,815	$26,091	$30,695	$33,900	$36,587
Engineer IV	108	$31,971	$25,360	$28,850	$32,000	$35,210	$37,690
Engineer V	37	$37,857	$29,842	$30,965	$33,700	$40,175	$47,496
Engineer VI	11	$50,334	$27,400	$32,125	$37,000	$42,950	$105,766
Five through Nine Years							
Engineer I/II	18	$32,191	$23,418	$25,000	$30,845	$34,000	$45,613
Engineer III	183	$31,934	$25,547	$27,970	$31,320	$34,845	$38,581
Engineer IV	609	$35,670	$27,089	$30,486	$34,550	$38,725	$43,416
Engineer V	527	$38,413	$30,000	$33,600	$37,000	$42,000	$46,880
Engineer VI	232	$41,149	$32,000	$35,320	$40,000	$46,126	$52,000
Engineer VII	82	$46,761	$32,184	$37,300	$44,000	$51,120	$58,000
Engineer VIII	43	$51,553	$34,036	$39,775	$46,320	$57,425	$69,000
Engineer IX	9	$70,204	$33,880	$42,250	$61,000	$89,523	$133,999
10 through 14 Years							
Engineer I/II	7	$41,115	$25,199	$30,250	$31,000	$37,398	$87,772
Engineer III	53	$36,385	$27,000	$29,550	$35,770	$39,676	$47,292
Engineer IV	347	$38,095	$29,520	$32,765	$36,900	$41,575	$47,300
Engineer V	582	$41,341	$32,000	$35,838	$40,219	$45,676	$51,177
Engineer VI	463	$47,050	$34,845	$38,500	$43,700	$50,000	$60,000

Continued

Length of Experience and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer VII	270	$51,265	$38,232	$42,060	$48,052	$56,000	$65,125
Engineer VIII	148	$55,693	$38,370	$44,213	$52,000	$63,000	$75,000
Engineer IX	44	$73,237	$45,890	$50,145	$61,120	$77,750	$90,274
15 through 19 Years							
Engineer III	10	$44,879	$28,837	$31,650	$35,900	$44,880	$85,646
Engineer IV	127	$41,501	$31,298	$36,000	$40,000	$45,414	$52,708
Engineer V	282	$43,395	$32,478	$36,684	$42,000	$49,200	$54,630
Engineer VI	377	$48,954	$36,509	$41,221	$46,500	$52,950	$61,900
Engineer VII	285	$56,125	$40,000	$45,000	$50,200	$60,000	$80,000
Engineer VIII	220	$64,550	$41,405	$50,000	$58,000	$71,620	$94,868
Engineer IX	80	$83,173	$46,352	$58,250	$73,550	$97,500	$124,799
20 through 24 Years							
Engineer III	9	$37,535	$30,314	$31,546	$38,500	$41,438	$46,128
Engineer IV	92	$41,517	$30,700	$34,870	$38,310	$45,000	$54,029
Engineer V	255	$43,069	$32,200	$36,600	$41,810	$47,958	$54,479
Engineer VI	364	$49,174	$36,471	$42,000	$46,484	$54,987	$64,280
Engineer VII	329	$57,261	$39,640	$46,000	$52,000	$62,762	$78,679
Engineer VIII	275	$66,532	$43,500	$50,042	$60,060	$73,800	$100,000
Engineer IX	129	$88,641	$49,880	$60,000	$72,000	$90,717	$164,400
25 through 29 Years							
Engineer III	17	$43,366	$30,400	$34,464	$41,703	$52,750	$58,720
Engineer IV	129	$40,684	$29,620	$35,000	$39,700	$45,958	$50,980
Engineer V	227	$45,871	$33,399	$37,288	$43,000	$50,000	$60,000
Engineer VI	353	$50,384	$37,200	$41,577	$47,158	$55,215	$65,000
Engineer VII	360	$57,194	$40,200	$46,000	$52,483	$62,000	$77,000
Engineer VIII	338	$67,651	$46,575	$52,500	$62,000	$78,000	$96,700
Engineer IX	180	$83,511	$50,150	$59,125	$75,700	$96,600	$134,000
30 Years or More							
Engineer I/II	7	$54,409	$35,518	$40,362	$60,000	$62,708	$72,689
Engineer III	27	$43,066	$27,600	$31,400	$38,500	$44,050	$76,398
Engineer IV	178	$45,579	$31,000	$34,797	$41,070	$48,600	$58,760
Engineer V	428	$47,571	$31,626	$37,447	$44,026	$52,700	$62,410
Engineer VI	592	$51,862	$35,324	$41,376	$48,000	$57,755	$70,000
Engineer VII	621	$58,861	$40,800	$46,740	$54,683	$65,902	$81,000
Engineer VIII	627	$70,843	$42,680	$52,755	$64,200	$80,000	$105,828
Engineer IX	447	$98,717	$51,620	$65,000	$82,000	$115,000	$154,400

Level of Education and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
All Manufacturing/Extractive Employers	74	$45,224	$32,792	$35,550	$41,203	$50,000	$64,175
Aerospace & Aircraft Products	6	$45,925	$35,100	$36,000	$45,050	$55,952	$58,245
Chemical, Pharmaceutical & Allied Products	5	$40,160	$34,000	$37,750	$40,[illegible]0	$42,750	$45,000
Electrical & Electronic Equipment	10	$40,631	$33,890	$35,320	$37,950	$41,205	$54,798
Fabricated Metal Products	12	$47,099	$31,219	$36,630	$45,000	$57,689	$67,436
Food, Beverage & Tobacco Products	5	$42,641	$28,500	$30,139	$46,520	$51,875	$57,499
Machinery (except electrical)	10	$41,891	$35,164	$39,150	$39,875	$48,000	$50,500
Petroleum & Coal Products	9	$44,151	$26,659	$33,281	$45,000	$55,000	$65,198
All Non-Manufacturing/Extractive Employers	287	$50,802	$30,000	$36,500	$45,000	$54,200	$74,965
Construction & Real Estate Development	14	$59,668	$32,129	$39,000	$51,000	$60,750	$93,190
Engineering Services	60	$51,744	$33,500	$41,468	$48,000	$55,000	$73,500
Government - Federal	12	$42,651	$34,881	$39,711	$42,817	$46,283	$50,625
Government - State	26	$39,595	$29,097	$33,488	$38,787	$47,500	$53,326
Government - Local (cities, counties, etc.)	25	$39,496	$27,690	$32,274	$36,245	$40,885	$63,999
Private Practice	120	$54,956	$30,087	$37,800	$47,750	$60,000	$89,750
Utilities - Electric	9	$40,556	$28,414	$31,383	$38,000	$46,479	$59,535
Utilities - Other or Mixed	6	$45,728	$36,072	$39,700	$43,500	$50,000	$60,799
B.A. Degree							
All Manufacturing/Extractive Employers	57	$56,400	$35,300	$42,957	$50,000	$66,700	$91,399
Chemical, Pharmaceutical & Allied Products	5	$54,310	$43,000	$44,500	$48,050	$62,125	$78,998
Electrical & Electronic Equipment	8	$66,355	$39,500	$45,650	$57,070	$86,200	$113,500
Fabricated Metal Products	10	$51,369	$30,370	$43,900	$48,774	$50,500	$81,995
Food, Beverage & Tobacco Products	8	$52,596	$38,236	$47,750	$54,650	$57,120	$64,152
Petroleum & Coal Products	10	$56,483	$34,999	$40,000	$43,[illegible]14	$75,000	$88,999
All Non-Manufacturing/Extractive Employers	185	$55,984	$32,040	$38,940	$47,035	$64,741	$85,000
Construction & Real Estate Development	11	$58,235	$27,799	$36,225	$61,000	$83,045	$87,799
Engineering Services	33	$59,873	$30,960	$38,063	$47,800	$63,125	$93,920
Government - State	10	$36,083	$30,088	$32,040	$37,0[illegible]0	$40,000	$41,308
Government - Local (cities, counties, etc.)	16	$41,826	$31,415	$36,956	$35,800	$45,317	$56,879
Private Practice	86	$59,508	$32,620	$39,400	$52,000	$70,000	$95,000
Utilities - Electric	10	$56,656	$35,000	$41,100	$59,360	$70,000	$79,000
B.S. Degree (non-engineering)							
All Manufacturing/Extractive Employers	42	$58,624	$35,264	$38,474	$55,031	$65,500	$85,200
Chemical, Pharmaceutical & Allied Products	8	$56,650	$39,650	$42,000	$57,350	$65,500	$78,450
Electrical & Electronic Equipment	6	$60,099	$39,513	$48,872	$56,000	$63,250	$94,522
Fabricated Metal Products	7	$44,774	$30,702	$32,313	$36,600	$58,516	$64,799
Petroleum & Coal Products	8	$80,013	$36,930	$39,850	$58,000	$86,250	$195,100
All Non-Manufacturing/Extractive Employers	146	$53,564	$30,000	$35,904	$48,000	$60,240	$75,000
Communications Services (radio, TV, telephone & telegraph)	6	$43,581	$29,218	$36,585	$45,750	$51,000	$53,700
Construction & Real Estate Development	9	$63,519	$32,799	$39,250	$56,000	$60,954	$135,468
Engineering Services	21	$59,400	$33,320	$38,375	$52,000	$72,406	$90,000
Government - Federal	7	$49,371	$36,319	$39,583	$50,000	$56,010	$61,669
Government - State	14	$38,718	$27,763	$31,127	$38,952	$47,444	$51,282
Government - Local (cities, counties, etc.)	15	$39,621	$26,000	$29,371	$36,000	$47,850	$57,999

Continued

Level of Education and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Private Practice	48	$56,988	$29,020	$34,875	$45,950	$63,120	$92,090
Utilities - Electric	13	$59,552	$41,557	$47,750	$60,637	$65,500	$78,798
Utilities - Other or Mixed	6	$55,887	$45,167	$51,000	$57,500	$59,200	$64,959
B.S. Degree (engineering)							
All Manufacturing/Extractive Employers	1,922	$51,460	$30,275	$36,200	$45,000	$58,000	$76,272
Aerospace & Aircraft Products	156	$45,767	$28,008	$34,180	$41,875	$52,206	$59,082
Chemical, Pharmaceutical & Allied Products	197	$52,063	$32,180	$36,875	$46,600	$58,253	$78,272
Electrical & Electronic Equipment	275	$47,808	$29,040	$34,275	$44,000	$55,225	$67,000
Fabricated Metal Products	222	$48,709	$28,884	$34,618	$40,900	$50,000	$77,900
Food, Beverage & Tobacco Products	98	$52,445	$33,090	$37,900	$47,964	$60,000	$74,840
Machinery (except electrical)	125	$51,753	$29,500	$35,631	$44,500	$60,375	$80,000
Petroleum & Coal Products	321	$61,265	$34,356	$40,150	$53,000	$70,980	$100,800
Primary Metal Industries	87	$48,684	$31,926	$37,815	$44,500	$55,375	$65,000
Rubber & Plastic Products	41	$50,032	$33,080	$36,461	$42,700	$54,140	$78,200
Stone, Clay, Glass & Concrete Products	84	$54,125	$32,000	$36,600	$45,150	$59,800	$85,220
Transportation Equipment	99	$48,231	$30,802	$35,415	$42,000	$52,228	$60,845
All Non-Manufacturing/Extractive Employers	5,812	$50,685	$29,594	$35,320	$44,000	$56,700	$76,500
Colleges & Universities	50	$42,709	$24,700	$33,400	$44,500	$52,000	$59,200
Communications Services (radio, TV, telephone & telegraph)	130	$53,720	$32,300	$39,000	$47,438	$60,000	$83,000
Construction & Real Estate Development	466	$62,541	$31,110	$38,480	$50,000	$73,000	$105,720
Engineering Services	898	$51,341	$28,413	$35,478	$45,800	$58,800	$76,700
Government - Federal	390	$41,768	$28,889	$33,927	$40,000	$48,000	$56,047
Government - State	328	$37,358	$25,006	$30,906	$36,976	$43,040	$49,626
Government - Local (cities, counties, etc.)	584	$39,746	$28,000	$33,000	$38,194	$45,031	$53,206
Private Practice	1,724	$56,182	$29,490	$36,400	$46,786	$64,010	$92,000
Research Organizations & Laboratories	45	$45,702	$29,162	$33,250	$42,360	$53,835	$67,000
Transportation Services	45	$54,995	$34,100	$37,750	$45,720	$57,625	$74,952
Utilities - Electric	688	$48,621	$32,107	$37,128	$44,720	$54,302	$66,915
Utilities - Gas	109	$47,415	$31,791	$35,490	$43,000	$51,861	$61,200
Utilities - Pipelines	56	$58,988	$36,330	$40,923	$51,800	$65,056	$93,214
Utilities - Other or Mixed	144	$50,769	$31,373	$38,150	$45,500	$56,750	$72,420
MA/MS Degree (not MBA or engineering)							
All Manufacturing/Extractive Employers	96	$58,029	$34,475	$41,156	$51,700	$63,600	$78,521
Aerospace & Aircraft Products	10	$54,759	$37,971	$41,000	$47,540	$58,800	$90,894
Chemical, Pharmaceutical & Allied Products	9	$58,657	$35,409	$49,875	$64,200	$68,300	$74,959
Electrical & Electronic Equipment	23	$49,286	$34,002	$40,000	$43,659	$60,000	$65,480
Fabricated Metal Products	9	$60,396	$28,800	$35,175	$43,812	$63,750	$131,991
Machinery (except electrical)	6	$45,997	$27,528	$28,908	$45,550	$55,000	$71,738
Petroleum & Coal Products	9	$105,018	$46,299	$61,450	$77,810	$113,400	$239,265
Primary Metal Industries	5	$49,852	$34,700	$45,395	$49,000	$54,950	$64,999
Transportation Equipment	7	$53,562	$32,259	$42,950	$45,900	$68,250	$79,427
All Non-Manufacturing/Extractive Employers	324	$51,221	$32,450	$39,745	$47,500	$56,050	$72,000
Colleges & Universities	21	$44,009	$31,876	$35,000	$44,856	$51,763	$57,011
Communications Services (radio, TV, telephone & telegraph)	13	$50,854	$43,744	$44,275	$47,600	$55,407	$62,202
Construction & Real Estate Development	17	$68,376	$33,459	$40,898	$52,000	$76,500	$100,960
Engineering Services	54	$56,581	$31,260	$38,860	$49,150	$66,160	$90,986
Government - Federal	37	$46,519	$35,087	$38,658	$46,000	$52,041	$59,442
Government - State	22	$43,846	$32,478	$39,000	$42,414	$45,400	$56,211
Government - Local (cities, counties, etc.)	33	$46,182	$29,844	$35,200	$43,000	$51,883	$67,752
Private Practice	72	$54,443	$32,350	$41,000	$50,000	$65,000	$80,840
Transportation Services	6	$47,640	$40,330	$43,300	$46,744	$51,551	$56,905
Utilities - Electric	16	$50,003	$39,300	$44,263	$49,286	$53,409	$66,170
Utilities - Gas	6	$55,267	$33,099	$43,000	$49,800	$71,000	$84,499
Utilities - Other or Mixed	8	$49,381	$34,627	$43,212	$49,200	$53,310	$65,530
MBA Degree							
All Manufacturing/Extractive Employers	150	$55,976	$35,650	$40,100	$49,200	$57,720	$78,257
Aerospace & Aircraft Products	14	$50,582	$36,050	$37,800	$46,389	$53,632	$72,245
Chemical, Pharmaceutical & Allied Products	24	$54,617	$36,780	$39,688	$47,650	$58,450	$70,714
Electrical & Electronic Equipment	29	$68,623	$37,900	$45,225	$56,000	$65,000	$112,600
Fabricated Metal Products	23	$50,306	$33,703	$42,375	$51,480	$57,638	$61,040
Food, Beverage & Tobacco Products	7	$49,043	$35,199	$42,375	$45,800	$54,625	$66,999
Machinery (except electrical)	12	$59,065	$31,958	$38,750	$48,615	$55,200	$114,930
Petroleum & Coal Products	17	$60,105	$32,980	$37,500	$45,360	$67,115	$121,694
Primary Metal Industries	8	$54,727	$33,759	$46,096	$49,750	$65,960	$83,290
Rubber & Plastic Products	5	$48,130	$34,500	$41,400	$49,950	$53,375	$61,999
Stone, Clay, Glass & Concrete Products	7	$48,521	$36,340	$42,488	$50,000	$51,750	$59,599
Transportation Equipment	13	$52,886	$36,360	$39,480	$45,200	$58,750	$87,663
All Non-Manufacturing/Extractive Employers	405	$53,096	$33,200	$39,500	$48,700	$60,000	$79,000
Communications Services (radio, TV, telephone & telegraph)	24	$53,932	$33,556	$37,100	$46,750	$67,200	$81,098
Construction & Real Estate Development	33	$64,079	$30,980	$41,375	$55,900	$80,000	$113,599
Engineering Services	79	$52,085	$33,080	$38,375	$47,000	$60,113	$70,550
Government - Federal	27	$48,028	$36,245	$40,025	$48,617	$58,000	$60,711
Government - State	8	$43,520	$31,968	$33,232	$42,000	$50,596	$61,494
Government - Local (cities, counties, etc.)	21	$44,060	$28,408	$34,063	$46,823	$49,744	$59,998
Private Practice	75	$55,604	$32,000	$36,000	$49,000	$65,000	$86,000
Transportation Services	6	$61,043	$33,349	$41,000	$57,880	$67,000	$105,696
Utilities - Electric	69	$51,085	$37,000	$41,835	$50,000	$55,580	$67,030
Utilities - Gas	15	$46,851	$36,803	$41,125	$45,000	$53,725	$62,399
Utilities - Other or Mixed	19	$57,481	$37,716	$42,367	$52,752	$73,305	$86,580
M.S. Degree in Engineering							
All Manufacturing/Extractive Employers	557	$58,119	$34,784	$40,893	$49,750	$62,904	$84,900
Aerospace & Aircraft Products	74	$49,929	$33,630	$39,335	$46,265	$53,300	$65,343
Chemical, Pharmaceutical & Allied Products	72	$64,252	$35,340	$42,490	$51,279	$66,950	$91,607
Electrical & Electronic Equipment	115	$61,001	$34,900	$40,815	$50,000	$61,075	$79,920
Fabricated Metal Products	53	$58,455	$31,909	$39,435	$49,488	$65,500	$89,799
Food, Beverage & Tobacco Products	16	$63,332	$40,280	$45,250	$48,500	$85,400	$109,960
Machinery (except electrical)	34	$53,743	$30,900	$39,624	$47,124	$59,600	$88,869
Petroleum & Coal Products	61	$67,060	$35,754	$42,512	$55,000	$75,375	$122,600
Primary Metal Industries	14	$51,091	$38,107	$41,000	$44,800	$55,000	$79,470
Rubber & Plastic Products	6	$62,399	$37,549	$42,500	$53,650	$87,596	$98,758
Stone, Clay, Glass & Concrete Products	15	$48,402	$32,399	$34,700	$45,909	$59,357	$69,200
Transportation Equipment	35	$51,931	$36,028	$42,262	$50,000	$55,675	$70,000

Continued

Level of Education and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Non-Manufacturing/Extractive Employers	1,937	$53,269	$31,202	$37,873	$46,043	$58,850	$78,000
Colleges & Universities	104	$42,018	$27,278	$32,700	$41,084	$49,500	$55,139
Communications Services (radio, TV, telephone & telegraph)	19	$47,149	$37,433	$39,700	$42,800	$46,450	$65,599
Construction & Real Estate Development	80	$60,838	$34,000	$40,254	$48,080	$64,525	$105,000
Engineering Services	392	$54,990	$32,500	$39,050	$50,000	$63,400	$83,000
Government - Federal	161	$44,859	$30,836	$36,657	$43,864	$51,159	$61,550
Government - State	109	$39,302	$28,661	$32,193	$38,100	$45,100	$53,925
Government - Local (cities, counties, etc.)	124	$42,861	$31,383	$37,349	$42,168	$47,700	$54,555
Private Practice	675	$59,536	$30,600	$37,911	$49,350	$65,000	$92,515
Research Organizations & Laboratories	35	$51,099	$40,000	$43,898	$49,990	$54,785	$63,000
Transportation Services	10	$53,851	$39,700	$42,000	$50,050	$60,000	$78,440
Utilities - Electric	119	$52,239	$38,764	$42,025	$48,000	$56,550	$67,850
Utilities - Gas	18	$56,970	$33,200	$39,700	$48,550	$61,250	$106,610
Utilities - Pipelines	9	$46,843	$27,910	$33,569	$41,141	$56,967	$79,744
Utilities - Other or Mixed	36	$54,159	$30,695	$39,070	$46,200	$62,130	$96,893
Doctorate							
All Manufacturing/Extractive Employers	70	$66,446	$41,200	$46,600	$59,550	$79,135	$98,000
Aerospace & Aircraft Products	10	$61,291	$39,849	$46,500	$55,604	$59,500	$102,495
Chemical, Pharmaceutical & Allied Products	12	$80,927	$52,808	$61,800	$71,610	$93,000	$122,574
Electrical & Electronic Equipment	13	$68,113	$43,198	$49,150	$65,800	$83,100	$102,597
Petroleum & Coal Products	12	$71,004	$54,516	$59,750	$71,850	$78,500	$90,600
All Non-Manufacturing/Extractive Employers	548	$60,381	$38,000	$45,000	$55,000	$68,423	$84,940
Colleges & Universities	330	$56,304	$37,450	$43,811	$54,000	$65,049	$78,952
Engineering Services	54	$64,600	$42,670	$50,000	$59,950	$73,000	$93,129
Government - Federal	30	$54,966	$42,123	$45,499	$52,865	$66,200	$70,860
Government - State	14	$43,604	$32,198	$34,590	$43,424	$50,000	$55,331
Private Practice	69	$80,815	$38,280	$48,900	$69,350	$97,750	$138,919
Research Organizations & Laboratories	28	$70,715	$49,660	$54,030	$60,250	$78,100	$90,800

Level of Education and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Civil (General)	127	$47,734	$30,000	$36,022	$42,000	$52,000	$70,000
Civil (primarily Structural)	9	$44,405	$29,896	$38,984	$43,000	$50,475	$59,159
Civil (primarily Surveying)	31	$46,133	$25,600	$30,150	$43,000	$51,800	$67,099
Electrical & Electronic	55	$49,009	$32,166	$37,358	$46,064	$51,320	$70,000
Industrial	5	$45,142	$39,150	$40,616	$45,456	$48,000	$52,000
Mechanical	84	$54,975	$34,000	$38,750	$46,158	$59,903	$75,500
Sanitary, Environmental & Pollution Control	7	$48,553	$29,374	$33,903	$48,000	$55,875	$74,998
B.A. Degree							
Chemical	7	$45,749	$26,999	$36,000	$48,050	$55,868	$64,967
Civil (General)	82	$52,826	$30,935	$36,000	$45,324	$66,825	$89,038
Civil (primarily Structural)	30	$56,827	$33,160	$38,250	$52,100	$65,000	$91,248
Electrical & Electronic	38	$65,357	$40,692	$43,000	$50,290	$70,000	$108,800
Manufacturing	5	$69,730	$23,400	$47,700	$62,400	$90,513	$129,545
Mechanical	37	$62,528	$36,800	$44,000	$54,140	$60,625	$90,399
Petroleum & Mining	10	$57,738	$34,999	$40,000	$54,828	$72,000	$87,899
Sanitary, Environmental & Pollution Control	6	$40,204	$30,300	$33,000	$36,313	$39,400	$63,517
B.S. Degree (non-engineering)							
Civil (General)	55	$48,775	$30,000	$35,702	$44,950	$52,202	$72,862
Civil (primarily Structural)	13	$60,441	$30,667	$34,125	$51,200	$71,000	$108,843
Electrical & Electronic	35	$52,271	$35,484	$45,140	$54,000	$60,813	$65,600
Mechanical	33	$55,053	$30,402	$35,750	$44,500	$65,875	$89,599
Petroleum & Mining	6	$85,600	$36,910	$37,000	$51,350	$102,000	$221,687
Sanitary, Environmental & Pollution Control	6	$47,451	$28,871	$36,600	$43,998	$66,000	$66,090
B.S. Degree (engineering)							
Aeronautical & Aerospace	50	$46,863	$27,950	$32,700	$42,878	$54,000	$67,434
Agricultural	55	$40,646	$26,500	$31,512	$36,000	$45,625	$55,480
Architectural	69	$55,258	$28,600	$37,281	$46,000	$66,557	$81,950
Chemical	258	$51,662	$31,554	$36,495	$45,485	$60,000	$76,188
Civil (General)	2,582	$49,751	$29,000	$34,700	$42,112	$55,000	$75,794
Civil (primarily Structural)	572	$49,828	$27,000	$33,000	$42,000	$56,840	$80,000
Civil (primarily Surveying)	62	$44,147	$23,077	$27,040	$35,550	$52,000	$62,599
Cost/Value	30	$42,559	$31,500	$34,840	$39,286	$44,788	$65,578
Electrical & Electronic	1,370	$51,261	$31,400	$38,000	$46,000	$57,362	$73,250
Industrial	118	$46,794	$27,690	$33,259	$40,340	$54,000	$70,000
Manufacturing	85	$53,328	$28,000	$33,375	$39,000	$50,224	$78,500
Mechanical	1,500	$51,698	$31,420	$37,050	$45,200	$57,438	$79,000
Metallurgical & Materials	28	$47,524	$27,292	$29,500	$44,000	$49,750	$66,830
Nuclear	42	$44,566	$30,730	$35,800	$41,373	$48,228	$66,830
Petroleum & Mining	222	$64,626	$34,866	$43,156	$56,460	$74,700	$105,000
Safety	20	$50,105	$25,700	$31,875	$36,800	$45,400	$95,748
Sanitary, Environmental & Pollution Control	232	$47,065	$28,027	$34,000	$40,286	$51,100	$74,300
MA/MS Degree (not MBA or engineering)							
Agricultural	5	$51,972	$28,908	$37,227	$52,550	$66,350	$74,899
Architectural	7	$64,590	$29,005	$34,023	$47,600	$63,875	$163,188
Chemical	12	$59,055	$42,299	$47,800	$54,960	$66,250	$85,290
Civil (General)	119	$49,582	$32,000	$38,410	$47,500	$55,750	$72,000
Civil (primarily Structural)	26	$53,403	$36,400	$40,400	$52,435	$65,000	$70,000
Electrical & Electronic	61	$53,172	$34,880	$43,000	$48,000	$56,721	$72,401
Industrial	10	$51,056	$34,999	$44,200	$46,720	$61,500	$70,809
Manufacturing	8	$58,236	$45,566	$51,130	$56,500	$62,642	$76,455
Mechanical	70	$54,439	$30,572	$38,711	$46,205	$60,000	$80,900
Petroleum & Mining	6	$104,591	$44,787	$47,500	$66,881	$101,800	$280,160
Sanitary, Environmental & Pollution Control	36	$47,966	$28,830	$37,125	$45,073	$51,300	$74,642

Continued

Level of Education and Major Branch of Engineering

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
MBA Degree							
Aeronautical & Aerospace	8	$45,895	$36,017	$36,281	$42,768	$52,771	$63,911
Agricultural	7	$53,188	$30,339	$41,300	$52,625	$54,723	$84,993
Architectural	6	$59,087	$46,100	$47,000	$56,110	$61,500	$85,167
Chemical	24	$60,401	$34,040	$38,000	$45,223	$63,174	$76,836
Civil (General)	112	$47,014	$31,570	$36,000	$43,734	$51,740	$66,880
Civil (primarily Structural)	29	$55,620	$27,808	$35,038	$51,000	$65,800	$76,999
Cost/Value	10	$52,270	$33,999	$43,473	$50,000	$52,300	$80,348
Electrical & Electronic	131	$55,238	$36,270	$42,200	$51,250	$61,500	$78,789
Industrial	33	$52,321	$32,400	$36,409	$50,100	$55,350	$69,183
Manufacturing	17	$57,808	$37,360	$41,099	$51,480	$57,250	$82,958
Mechanical	131	$58,534	$35,540	$41,700	$49,650	$64,850	$87,673
Nuclear	8	$52,449	$40,349	$48,020	$51,250	$58,000	$65,076
Petroleum & Mining	7	$74,559	$37,618	$46,074	$65,820	$79,250	$153,191
Sanitary, Environmental & Pollution Control	20	$49,400	$30,596	$36,070	$44,980	$60,000	$78,400
M.S. Degree in Engineering							
Aeronautical & Aerospace	45	$46,987	$32,500	$38,820	$46,501	$53,029	$63,600
Agricultural	28	$42,692	$26,250	$35,951	$44,900	$48,899	$58,249
Architectural	23	$45,148	$25,640	$35,090	$48,000	$57,700	$62,400
Chemical	98	$58,107	$34,908	$40,000	$50,000	$59,000	$85,244
Civil (General)	684	$53,417	$31,195	$37,371	$46,350	$58,848	$82,460
Civil (primarily Structural)	301	$53,589	$30,836	$36,588	$46,000	$62,778	$78,000
Civil (primarily Surveying)	12	$57,906	$34,276	$41,000	$45,100	$85,000	$93,508
Cost/Value	9	$47,361	$22,598	$37,825	$52,000	$60,250	$64,599
Electrical & Electronic	301	$55,813	$35,253	$40,496	$48,300	$59,715	$73,413
Industrial	31	$50,380	$30,138	$36,600	$42,000	$57,250	$86,638
Manufacturing	23	$52,140	$39,499	$43,051	$50,000	$57,375	$69,658
Mechanical	382	$58,[illegible]	$34,612	$41,312	$49,592	$64,100	$86,678
Metallurgical & Materials	13	$45,788	$32,956	$40,502	$44,400	$53,500	$56,599
Nuclear	40	$50,879	$38,418	$42,205	$47,500	$55,065	$66,300
Petroleum & Mining	28	$82,831	$38,460	$43,994	$67,052	$115,500	$145,800
Safety	9	$45,874	$39,100	$40,900	$43,581	$50,950	$56,706
Sanitary, Environmental & Pollution Control	280	$49,215	$30,000	$35,382	$42,172	$54,592	$71,165
Doctorate							
Aeronautical & Aerospace	18	$74,180	$55,174	$61,000	$68,500	$82,500	$101,655
Agricultural	43	$50,543	$35,800	$40,125	$48,800	$54,975	$74,720
Chemical	68	$67,826	$42,896	$51,042	$60,075	$77,500	$94,100
Civil (General)	104	$61,291	$36,000	$44,000	$53,562	$70,500	$90,200
Civil (primarily Structural)	61	$57,834	$37,476	$44,689	$54,000	$64,756	$77,880
Electrical & Electronic	94	$61,420	$36,980	$45,000	$56,020	$70,060	$83,999
Industrial	19	$63,090	$45,599	$51,819	$60,000	$76,750	$82,858
Mechanical	74	$59,642	$38,741	$43,409	$54,800	$68,700	$85,100
Metallurgical & Materials	15	$68,231	$38,000	$51,940	$64,200	$71,800	$123,997
Nuclear	19	$63,485	$50,680	$55,109	$60,500	$67,125	$90,128
Petroleum & Mining	8	$57,497	$40,002	$47,505	$50,982	$73,000	$78,500
Sanitary, Environmental & Pollution Control	47	$58,291	$38,620	$42,875	$54,500	$70,453	$79,359

Level of Education and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Construction Supervision (may include some design)	31	$41,134	$28,476	$33,449	$37,577	$48,375	$55,800
Design	97	$45,950	$30,180	$36,375	$40,500	$50,955	$60,000
Executive/Administrative	146	$57,303	$31,068	$40,000	$50,000	$64,500	$80,000
Production, Quality Control, Maintenance, etc.	17	$46,322	$31,124	$35,888	$43,000	$48,574	$69,401
Project Study & Analysis	21	$45,823	$34,267	$38,901	$45,000	$51,200	$59,555
Research & Development	10	$44,572	$31,840	$34,000	$39,625	$46,000	$71,995
Sales/Marketing	12	$47,380	$33,904	$36,420	$41,550	$47,250	$80,998
B.A. Degree							
Construction Supervision (may include some design)	14	$40,140	$29,449	$32,000	$39,450	$45,000	$58,005
Design	51	$49,821	$32,840	$37,850	$44,000	$54,825	$66,155
Executive/Administrative	121	$65,951	$37,170	$44,996	$60,000	$78,275	$97,200
Production, Quality Control, Maintenance, etc.	6	$35,474	$30,689	$30,700	$33,500	$39,455	$44,445
Project Study & Analysis	23	$43,597	$29,600	$33,500	$41,000	$50,435	$64,724
Research & Development	8	$52,086	$38,600	$44,024	$54,900	$59,220	$61,680
Sales/Marketing	8	$49,582	$35,300	$39,000	$48,077	$60,250	$65,650
B.S. Degree (non-engineering)							
Construction Supervision (may include some design)	8	$52,239	$30,298	$41,896	$56,500	$58,559	$69,800
Design	51	$46,269	$27,840	$31,575	$37,380	$48,851	$65,700
Executive/Administrative	85	$63,424	$35,484	$43,265	$56,347	$70,125	$95,999
Production, Quality Control, Maintenance, etc.	10	$54,234	$37,625	$39,500	$46,696	$67,000	$79,459
Project Study & Analysis	12	$43,720	$31,319	$36,575	$43,000	$51,293	$57,870
Sales/Marketing	5	$60,400	$30,000	$45,000	$54,000	$77,000	$97,997
B.S. Degree (engineering)							
Construction Supervision (may include some design)	647	$43,472	$26,800	$32,795	$39,600	$48,000	$60,900
Design	1,844	$41,327	$27,000	$31,800	$38,000	$46,996	$58,000
Executive/Administrative	3,076	$62,882	$36,051	$43,009	$53,465	$70,000	$100,000
Production, Quality Control, Maintenance, etc.	503	$41,631	$29,048	$33,500	$39,310	$46,800	$56,904
Project Study & Analysis	533	$43,290	$27,557	$33,212	$40,000	$48,060	$57,075
Research & Development	202	$42,879	$27,970	$34,000	$42,000	$49,500	$59,650
Sales/Marketing	268	$48,723	$31,676	$36,930	$45,000	$55,050	$67,820
Teaching/Training	24	$36,853	$21,920	$25,910	$34,000	$45,900	$52,799
MA/MS Degree (not MBA or engineering)							
Construction Supervision (may include some design)	14	$52,076	$37,966	$43,500	$49,548	$55,000	$73,798
Design	76	$43,232	$28,939	$33,150	$41,300	$49,810	$60,900
Executive/Administrative	191	$61,215	$38,228	$44,422	$52,700	$68,000	$85,400

Continued

Level of Education and Job Function	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Production, Quality Control, Maintenance, etc.	18	$46,415	$30,300	$33,139	$43,475	$50,300	$56,477
Project Study & Analysis	36	$43,087	$30,216	$36,838	$42,256	$50,981	$55,782
Research & Development	26	$51,821	$38,994	$42,336	$49,030	$57,000	$70,330
Sales/Marketing	15	$47,617	$32,000	$41,075	$47,500	$51,500	$60,600
Teaching/Training	14	$43,300	$29,330	$33,668	$41,260	$52,550	$55,728
MBA Degree							
Construction Supervision (may include some design)	33	$47,828	$31,200	$37,075	$47,000	$56,425	$66,520
Design	74	$43,058	$31,032	$35,900	$40,120	$47,200	$58,650
Executive/Administrative	275	$63,560	$39,000	$46,275	$54,480	$70,750	$92,406
Production, Quality Control, Maintenance, etc.	44	$43,782	$32,516	$35,918	$43,150	$51,750	$55,280
Project Study & Analysis	65	$44,365	$32,677	$35,975	$43,500	$50,000	$60,000
Research & Development	21	$47,583	$35,600	$37,556	$47,500	$54,565	$67,239
Sales/Marketing	39	$50,108	$34,000	$39,386	$48,540	$60,600	$67,092
M.S. Degree in Engineering							
Construction Supervision (may include some design)	116	$47,363	$29,705	$36,550	$43,189	$50,000	$61,225
Design	594	$46,214	$29,611	$33,863	$40,000	$48,816	$60,622
Executive/Administrative	949	$66,839	$39,274	$46,000	$56,678	$72,708	$102,902
Production, Quality Control, Maintenance, etc.	94	$47,559	$32,578	$40,000	$45,835	$53,500	$62,950
Project Study & Analysis	276	$45,677	$31,073	$36,000	$42,425	$50,000	$61,000
Research & Development	168	$48,061	$33,090	$37,703	$45,968	$53,500	$66,280
Sales/Marketing	52	$53,209	$35,995	$41,820	$50,150	$60,000	$79,949
Teaching/Training	70	$37,928	$25,350	$30,000	$36,607	$44,000	$50,834
Doctorate							
Design	30	$54,869	$34,250	$40,000	$50,722	$61,028	$84,999
Executive/Administrative	227	$73,159	$48,000	$55,320	$66,000	$79,975	$98,200
Production, Quality Control, Maintenance, etc.	5	$48,033	$36,900	$36,550	$39,105	$51,295	$84,996
Project Study & Analysis	34	$60,451	$38,199	$44,120	$53,667	$65,220	$92,619
Research & Development	92	$56,914	$39,370	$45,434	$51,830	$65,800	$86,480
Sales/Marketing	6	$60,206	$40,593	$45,936	$54,400	$65,500	$97,446
Teaching/Training	191	$49,722	$34,060	$40,250	$48,000	$57,158	$68,000

Level of Education and Registration Status	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Less than BA/BS Degree							
Professional Engineer & Registered Land Surveyor	82	$51,487	$29,920	$35,000	$44,860	$53,556	$84,499
Professional Engineer & some other registration	24	$49,082	$34,399	$38,000	$43,150	$59,375	$70,200
Professional Engineer	221	$49,499	$33,018	$37,925	$45,000	$53,606	$70,000
Land Surveyor	18	$47,719	$27,951	$30,000	$43,050	$54,000	$69,049
Engineer-in-Training/Engineer Intern	8	$30,065	$22,468	$24,550	$30,250	$34,512	$38,229
No Professional Registration or Certification	7	$67,156	$28,499	$30,772	$50,000	$77,750	$164,590
B.A. Degree							
Professional Engineer & Registered Land Surveyor	58	$54,835	$34,124	$40,472	$51,480	$66,200	$78,580
Professional Engineer & some other registration	9	$64,767	$32,398	$43,800	$48,153	$93,000	$116,127
Professional Engineer	158	$56,420	$33,465	$39,900	$48,049	$65,000	$89,062
Engineer-in-Training/Engineer Intern	10	$35,384	$23,200	$24,500	$33,500	$44,000	$50,969
No Professional Registration or Certification	6	$85,308	$29,180	$39,455	$39,850	$64,655	$276,442
B.S. Degree (non-engineering)							
Professional Engineer & Registered Land Surveyor	37	$57,677	$35,200	$42,000	$51,113	$62,150	$86,999
Professional Engineer & some other registration	12	$76,441	$34,063	$44,250	$54,900	$73,000	$185,993
Professional Engineer	127	$52,020	$31,168	$36,322	$48,000	$61,710	$74,200
B.S. Degree (engineering)							
Professional Engineer & Registered Land Surveyor	929	$57,817	$32,240	$38,375	$48,600	$63,550	$94,514
Professional Engineer & Registered Architect	34	$59,015	$25,780	$35,900	$51,900	$72,000	$90,974
Professional Engineer & some other registration	301	$58,734	$32,620	$38,881	$47,207	$62,598	$87,000
Professional Engineer	5,361	$52,704	$32,500	$37,908	$46,000	$58,800	$79,000
Land Surveyor	6	$27,572	$22,385	$26,500	$27,500	$28,000	$33,399
Engineer-in-Training/Engineer Intern	932	$32,452	$23,070	$26,580	$31,000	$33,895	$42,590
No Professional Registration or Certification	155	$41,663	$26,760	$30,900	$37,940	$47,515	$60,000
MA/MS Degree (not MBA or engineering)							
Professional Engineer & Registered Land Surveyor	45	$48,043	$33,000	$39,134	$44,486	$57,750	$70,000
Professional Engineer & some other registration	37	$71,961	$36,200	$41,910	$52,000	$77,500	$112,879
Professional Engineer	309	$52,475	$34,392	$41,000	$48,972	$60,000	$75,000
Engineer-in-Training/Engineer Intern	20	$36,520	$25,500	$27,994	$32,600	$43,750	$56,365
No Professional Registration or Certification	5	$42,050	$31,439	$33,697	$45,000	$49,370	$50,300
MBA Degree							
Professional Engineer & Registered Land Surveyor	34	$57,569	$39,640	$43,700	$51,000	$59,484	$82,420
Professional Engineer & some other registration	32	$54,709	$31,917	$40,470	$49,500	$56,250	$75,899
Professional Engineer	479	$54,562	$34,000	$40,000	$49,000	$60,950	$79,009
Engineer-in-Training/Engineer Intern	39	$43,849	$29,460	$33,050	$38,000	$46,875	$63,399
No Professional Registration or Certification	9	$54,230	$40,318	$44,774	$49,740	$57,396	$81,152
M.S. Degree in Engineering							
Professional Engineer & Registered Land Surveyor	225	$60,723	$33,000	$39,950	$51,000	$67,250	$102,755
Professional Engineer & Registered Architect	12	$55,000	$31,934	$34,750	$48,600	$62,000	$98,496
Professional Engineer & some other registration	145	$55,658	$33,000	$39,356	$47,300	$62,125	$85,000
Professional Engineer	1,963	$54,924	$33,200	$39,624	$47,500	$59,835	$79,592
Engineer-in-Training/Engineer Intern	130	$34,091	$25,000	$28,200	$32,500	$37,990	$44,800
No Professional Registration or Certification	19	$47,346	$24,160	$34,364	$44,000	$51,822	$85,143

Continued

Level of Education and Registration Status

Doctorate	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Professional Engineer & Registered Land Surveyor	53	$63,853	$40,000	$46,130	$55,640	$73,278	$84,200
Professional Engineer & some other registration	46	$62,341	$36,090	$44,000	$53,925	$66,100	$94,700
Professional Engineer	486	$61,145	$38,789	$46,000	$55,739	$69,350	$86,975
Engineer-In-Training/Engineer Intern	19	$49,490	$31,009	$37,895	$48,000	$54,430	$78,000
No Professional Registration or Certification	10	$58,933	$41,625	$47,226	$56,200	$66,000	$80,748

Industry or Service of Employer and Supervisory/Managerial Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers							
Non-Managerial Positions	944	$42,109	$29,500	$33,624	$40,000	$48,000	$57,504
Supervise 1 - 2 Professionals	129	$45,749	$32,404	$37,150	$43,000	$50,838	$62,320
Supervise 3 - 4 Professionals	160	$45,287	$33,200	$36,325	$43,506	$51,395	$58,655
Supervise 5 - 9 Professionals	213	$52,409	$37,077	$42,475	$49,588	$59,163	$70,786
Supervise 10 - 49 Professionals	189	$63,118	$43,494	$50,076	$58,695	$71,426	$84,053
Supervise 50 or More Professionals	42	$83,411	$48,169	$58,800	$70,750	$94,500	$132,000
Supervise 3 - 9 Non-professionals	122	$41,995	$25,700	$31,080	$37,877	$48,500	$64,160
Supervise 10 - 49 Non-professionals	78	$51,824	$29,724	$36,480	$42,100	$55,000	$73,360
Supervise 50 or More Non-professionals	38	$64,266	$40,600	$45,000	$48,250	$68,000	$102,100
Supervise 3 - 4 Professionals & Non-professionals	55	$57,760	$34,000	$39,091	$50,000	$62,150	$76,440
Supervise 5 - 9 Professionals & Non-professionals	161	$51,755	$34,000	$40,000	$47,500	$59,883	$73,100
Supervise 10 - 49 Professionals & Non-professionals	328	$62,976	$39,965	$47,736	$57,097	$70,830	$100,000
Supervise 50 - 99 Professionals & Non-professionals	81	$73,082	$43,934	$50,000	$64,500	$85,000	$122,506
Supervise 100 - 249 Professionals & Non-professionals	75	$85,933	$53,000	$60,050	$75,500	$103,900	$125,999
Supervise 250 or More Professionals & Non-professionals	69	$113,505	$55,199	$69,350	$96,000	$134,450	$200,000
Aerospace & Aircraft Products							
Non-Managerial Positions	126	$41,921	$28,475	$33,468	$40,000	$46,778	$55,561
Supervise 1 - 2 Professionals	13	$44,849	$31,595	$36,375	$48,732	$52,206	$54,400
Supervise 3 - 4 Professionals	15	$47,034	$37,800	$41,151	$46,700	$52,458	$57,500
Supervise 5 - 9 Professionals	25	$48,372	$37,093	$44,500	$48,000	$55,125	$56,574
Supervise 10 - 49 Professionals	18	$55,146	$46,372	$52,000	$55,111	$58,513	$63,905
Supervise 3 - 9 Non-professionals	10	$35,254	$25,000	$28,080	$33,000	$37,960	$52,747
Supervise 10 - 49 Professionals & Non-professionals	18	$57,561	$34,342	$42,000	$52,631	$59,300	$81,791
Supervise 50 - 99 Professionals & Non-professionals	5	$78,310	$52,000	$57,400	$59,648	$102,675	$125,697
Supervise 100 - 249 Professionals & Non-professionals	5	$71,850	$53,000	$62,546	$76,000	$80,890	$84,999
Supervise 250 or More Professionals & Non-professionals	5	$76,300	$35,000	$53,750	$63,500	$109,750	$114,999
Chemical, Pharmaceutical & Allied Products							
Non-Managerial Positions	107	$43,491	$31,452	$35,004	$41,000	$49,875	$59,920
Supervise 1 - 2 Professionals	10	$47,114	$32,000	$39,000	$48,709	$52,500	$60,609
Supervise 3 - 4 Professionals	14	$48,316	$36,189	$43,380	$49,300	$54,800	$58,371
Supervise 5 - 9 Professionals	19	$59,869	$43,706	$46,100	$57,100	$71,117	$82,016
Supervise 10 - 49 Professionals	20	$64,366	$44,500	$56,300	$64,750	$75,290	$81,675
Supervise 50 or More Professionals	5	$106,369	$70,000	$87,250	$104,846	$132,000	$132,000
Supervise 3 - 9 Non-professionals	12	$38,034	$27,702	$31,256	$36,527	$40,000	$54,525
Supervise 10 - 49 Non-professionals	11	$39,630	$28,920	$33,705	$34,584	$48,840	$56,252
Supervise 3 - 4 Professionals & Non-professionals	6	$50,931	$28,014	$37,150	$51,467	$59,500	$77,048
Supervise 5 - 9 Professionals & Non-professionals	25	$48,646	$37,055	$41,700	$48,050	$54,125	$64,000
Supervise 10 - 49 Professionals & Non-professionals	26	$56,188	$40,186	$46,000	$53,576	$65,500	$74,424
Supervise 50 - 99 Professionals & Non-professionals	10	$78,053	$47,999	$56,930	$72,000	$85,000	$126,994
Supervise 100 - 249 Professionals & Non-professionals	12	$79,840	$56,920	$67,500	$78,080	$93,560	$103,420
Supervise 250 or More Professionals & Non-professionals	13	$143,277	$49,521	$93,275	$121,023	$183,750	$263,893
Electrical & Electronic Equipment							
Non-Managerial Positions	183	$41,894	$28,585	$33,054	$40,121	$48,575	$57,622
Supervise 1 - 2 Professionals	23	$46,459	$32,520	$39,114	$44,500	$55,250	$62,879
Supervise 3 - 4 Professionals	26	$45,590	$30,757	$36,200	$44,640	$51,250	$59,920
Supervise 5 - 9 Professionals	39	$49,663	$37,458	$42,095	$49,900	$55,870	$62,900
Supervise 10 - 49 Professionals	43	$58,353	$42,470	$52,898	$60,000	$63,075	$72,500
Supervise 50 or More Professionals	7	$87,885	$62,599	$71,730	$86,400	$99,150	$119,078
Supervise 3 - 9 Non-professionals	13	$40,368	$28,959	$34,195	$37,200	$45,968	$60,760
Supervise 3 - 4 Professionals & Non-professionals	5	$66,027	$37,141	$46,785	$51,537	$74,764	$137,649
Supervise 5 - 9 Professionals & Non-professionals	28	$52,787	$31,422	$40,210	$50,592	$63,446	$74,339
Supervise 10 - 49 Professionals & Non-professionals	43	$66,143	$39,635	$45,000	$56,945	$76,000	$106,999
Supervise 50 - 99 Professionals & Non-professionals	6	$60,633	$46,899	$55,000	$59,400	$65,000	$77,599
Supervise 100 - 249 Professionals & Non-professionals	11	$78,535	$42,118	$55,000	$75,000	$104,445	$115,498
Supervise 250 or More Professionals & Non-professionals	8	$140,768	$91,128	$105,000	$124,408	$150,000	$247,000
Fabricated Metal Products							
Non-Managerial Positions	84	$37,145	$27,865	$31,350	$34,775	$42,065	$49,500
Supervise 1 - 2 Professionals	18	$40,312	$28,417	$36,200	$39,160	$44,520	$51,600
Supervise 3 - 4 Professionals	18	$37,917	$28,692	$34,618	$37,010	$43,057	$46,709
Supervise 5 - 9 Professionals	23	$44,756	$35,911	$39,925	$41,050	$45,300	$65,199
Supervise 10 - 49 Professionals	26	$60,438	$38,310	$48,866	$55,177	$73,500	$84,229
Supervise 3 - 9 Non-professionals	15	$43,127	$23,399	$26,288	$37,900	$49,890	$58,000
Supervise 10 - 49 Non-professionals	12	$75,086	$35,169	$39,500	$44,000	$64,500	$176,076
Supervise 50 or More Non-professionals	5	$64,280	$39,000	$44,550	$48,000	$89,500	$102,998

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 5 - 9 Professionals & Non-professionals	18	$43,749	$32,150	$34,000	$43,250	$50,300	$58,610
Supervise 10 - 49 Professionals & Non-professionals	52	$63,554	$37,284	$44,900	$56,625	$76,500	$102,900
Supervise 50 - 99 Professionals & Non-professionals	9	$99,225	$44,400	$51,000	$70,787	$163,430	$174,199
Supervise 250 or More Professionals & Non-professionals	8	$88,350	$54,399	$63,500	$70,900	$93,000	$170,600
Food, Beverage & Tobacco Products							
Non-Managerial Positions	41	$44,100	$29,538	$36,130	$44,268	$48,250	$60,915
Supervise 1 - 2 Professionals	5	$42,800	$37,000	$40,375	$43,500	$45,500	$47,000
Supervise 3 - 4 Professionals	8	$47,038	$35,930	$39,500	$48,550	$54,150	$55,940
Supervise 5 - 9 Professionals	8	$57,155	$43,146	$47,410	$56,500	$63,960	$75,840
Supervise 10 - 49 Professionals	10	$64,649	$42,099	$50,000	$58,320	$62,000	$109,993
Supervise 3 - 9 Non-professionals	7	$40,298	$31,248	$33,625	$36,400	$47,750	$52,500
Supervise 10 - 49 Non-professionals	6	$41,708	$29,430	$31,500	$39,500	$55,000	$55,495
Supervise 5 - 9 Professionals & Non-professionals	6	$49,783	$42,100	$44,000	$48,350	$55,000	$59,500
Supervise 10 - 49 Professionals & Non-professionals	16	$61,264	$38,717	$48,000	$53,250	$68,250	$104,898
Supervise 250 or More Professionals & Non-professionals	8	$73,361	$48,652	$58,025	$66,750	$83,856	$112,613
Machinery (except electrical)							
Non-Managerial Positions	40	$41,558	$26,720	$30,750	$38,946	$45,480	$55,725
Supervise 1 - 2 Professionals	6	$46,369	$32,560	$34,000	$40,906	$50,000	$76,997
Supervise 3 - 4 Professionals	17	$43,074	$32,940	$33,526	$41,100	$44,550	$63,055
Supervise 5 - 9 Professionals	25	$49,291	$33,100	$39,589	$50,000	$57,300	$65,000
Supervise 10 - 49 Professionals	17	$61,322	$39,160	$48,594	$58,695	$79,150	$87,300
Supervise 3 - 9 Non-professionals	6	$42,487	$24,804	$32,046	$37,638	$48,600	$72,357
Supervise 5 - 9 Professionals & Non-professionals	17	$53,574	$34,291	$40,138	$49,790	$55,610	$81,977
Supervise 10 - 49 Professionals & Non-professionals	28	$69,533	$39,590	$50,202	$62,500	$83,100	$109,779
Supervise 50 - 99 Professionals & Non-professionals	8	$64,383	$39,750	$45,533	$65,750	$83,250	$88,000
Petroleum & Coal Products							
Non-Managerial Positions	132	$46,910	$32,784	$36,398	$42,000	$55,424	$66,000
Supervise 1 - 2 Professionals	16	$57,252	$36,842	$40,264	$50,250	$70,398	$89,471
Supervise 3 - 4 Professionals	15	$52,748	$37,400	$42,600	$48,000	$55,406	$76,620
Supervise 5 - 9 Professionals	24	$67,552	$44,540	$52,250	$60,948	$76,255	$93,249
Supervise 10 - 49 Professionals	19	$71,990	$47,924	$54,800	$71,503	$84,778	$103,200
Supervise 3 - 9 Non-professionals	26	$54,301	$32,630	$38,000	$49,970	$66,000	$79,500
Supervise 10 - 49 Non-professionals	20	$51,424	$29,250	$39,950	$46,000	$57,542	$79,800
Supervise 50 or More Non-professionals	9	$55,814	$41,400	$45,750	$53,425	$66,500	$76,399
Supervise 3 - 4 Professionals & Non-professionals	15	$77,847	$26,200	$39,726	$67,500	$76,110	$146,999
Supervise 5 - 9 Professionals & Non-professionals	25	$68,455	$37,000	$49,674	$61,000	$86,520	$100,100
Supervise 10 - 49 Professionals & Non-professionals	48	$72,243	$45,480	$56,000	$66,540	$92,818	$105,700
Supervise 50 - 99 Professionals & Non-professionals	9	$86,596	$43,732	$57,810	$75,000	$129,650	$140,719
Supervise 100 - 249 Professionals & Non-professionals	14	$117,217	$69,680	$75,000	$107,455	$140,000	$201,252
Supervise 250 or More Professionals & Non-professionals	13	$141,354	$70,179	$99,000	$125,000	$178,750	$227,991
Primary Metal Industries							
Non-Managerial Positions	33	$44,703	$31,020	$37,496	$42,000	$50,115	$67,080
Supervise 1 - 2 Professionals	6	$48,699	$32,508	$34,080	$44,050	$57,934	$77,161
Supervise 3 - 4 Professionals	7	$45,148	$39,160	$41,209	$44,500	$46,750	$61,498
Supervise 5 - 9 Professionals	8	$48,292	$36,289	$41,313	$45,024	$56,980	$65,000
Supervise 10 - 49 Professionals	8	$70,413	$48,499	$57,250	$63,600	$78,050	$109,410
Supervise 50 or More Non-professionals	6	$46,698	$33,090	$43,700	$45,288	$54,000	$59,399
Supervise 5 - 9 Professionals & Non-professionals	12	$40,998	$32,644	$34,000	$40,754	$46,308	$50,550
Supervise 10 - 49 Professionals & Non-professionals	12	$52,493	$38,803	$41,380	$49,288	$62,800	$68,901
Rubber & Plastic Products							
Non-Managerial Positions	16	$41,900	$[illegible]680	$35,850	$39,000	$46,200	$49,450
Supervise 1 - 2 Professionals	7	$48,078	$35,599	$40,375	$42,600	$53,237	$72,798
Supervise 5 - 9 Professionals	5	$47,286	$42,500	$44,375	$48,480	$50,088	$50,500
Supervise 10 - 49 Professionals & Non-professionals	6	$66,888	$36,086	$42,000	$53,650	$71,100	$138,053
Stone, Clay, Glass & Concrete Products							
Non-Managerial Positions	24	$39,150	$31,350	$32,350	$37,625	$43,430	$55,000
Supervise 3 - 4 Professionals	9	$44,000	$32,544	$33,390	$35,500	$55,579	$60,679
Supervise 5 - 9 Professionals	6	$56,553	$39,945	$46,300	$55,890	$60,200	$79,638
Supervise 10 - 49 Professionals	6	$51,631	$33,289	$44,900	$47,943	$60,000	$75,298
Supervise 3 - 9 Non-professionals	8	$39,681	$28,099	$34,800	$40,795	$43,927	$50,540
Supervise 10 - 49 Non-professionals	8	$58,169	$39,340	$42,075	$52,250	$69,100	$94,600
Supervise 10 - 49 Professionals & Non-professionals	18	$55,023	$42,300	$47,472	$53,034	$62,200	$69,760
Supervise 50 - 99 Professionals & Non-professionals	6	$73,383	$43,348	$60,000	$74,750	$94,300	$94,930
Transportation Equipment							
Non-Managerial Positions	65	$40,119	$28,200	$34,264	$38,604	$45,210	$53,400
Supervise 1 - 2 Professionals	5	$41,416	$31,500	$37,688	$41,820	$46,005	$49,000
Supervise 3 - 4 Professionals	8	$50,064	$36,989	$44,345	$53,422	$54,140	$58,410

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 5 - 9 Professionals	17	$50,172	$34,701	$40,154	$48,403	$54,349	$69,415
Supervise 10 - 49 Professionals	8	$88,006	$46,187	$48,800	$52,004	$73,500	$240,121
Supervise 3 - 9 Non-professionals	5	$33,351	$30,820	$31,015	$32,200	$34,492	$39,999
Supervise 10 - 49 Professionals & Non-professionals	11	$59,780	$42,399	$49,403	$52,390	$60,056	$97,578
Supervise 50 - 99 Professionals & Non-professionals	8	$61,494	$40,402	$43,813	$48,500	$73,750	$107,514
Supervise 100 - 249 Professionals & Non-professionals	5	$73,099	$54,000	$62,250	$65,800	$83,523	$103,997
All Non-Manufacturing/Extractive Employers							
Non-Managerial Positions	1,532	$40,513	$26,914	$31,586	$38,086	$46,000	$54,809
Supervise 1 - 2 Professionals	274	$40,437	$27,980	$33,320	$38,000	$44,000	$51,010
Supervise 3 - 4 Professionals	489	$42,443	$29,408	$34,000	$39,900	$46,955	$56,660
Supervise 5 - 9 Professionals	695	$47,740	$33,500	$38,058	$44,716	$52,664	$65,000
Supervise 10 - 49 Professionals	632	$58,758	$38,295	$45,125	$53,203	$65,000	$80,650
Supervise 50 or More Professionals	210	$78,952	$46,481	$56,000	$67,000	$84,000	$126,000
Supervise 3 - 9 Non-professionals	436	$40,339	$25,231	$29,782	$36,852	$44,000	$56,970
Supervise 10 - 49 Non-professionals	308	$45,522	$29,898	$33,702	$40,000	$50,000	$67,280
Supervise 50 or More Non-professionals	158	$60,579	$35,300	$42,600	$50,050	$67,000	$101,040
Supervise 3 - 4 Professionals & Non-professionals	349	$47,268	$30,225	$35,056	$42,127	$52,000	$67,944
Supervise 5 - 9 Professionals & Non-professionals	976	$51,546	$32,117	$37,600	$45,394	$56,000	$73,000
Supervise 10 - 49 Professionals & Non-professionals	1,680	$59,244	$36,500	$43,000	$52,000	$65,761	$90,000
Supervise 50 - 99 Professionals & Non-professionals	398	$67,830	$40,060	$46,500	$57,000	$73,037	$100,000
Supervise 100 - 249 Professionals & Non-professionals	315	$73,569	$44,385	$52,659	$65,000	$82,220	$108,000
Supervise 250 or More Professionals & Non-professionals	198	$84,517	$46,117	$53,812	$69,064	$95,400	$133,790
Colleges & Universities							
Non-Managerial Positions	87	$41,808	$27,500	$33,650	$41,040	$47,975	$57,181
Supervise 1 - 2 Professionals	14	$42,205	$30,409	$36,000	$39,250	$46,850	$56,974
Supervise 3 - 4 Professionals	23	$47,416	$31,760	$34,000	$42,144	$50,585	$72,853
Supervise 5 - 9 Professionals	37	$51,096	$38,744	$43,572	$50,000	$55,750	$67,800
Supervise 10 - 49 Professionals	20	$51,535	$32,550	$42,450	$52,563	$58,800	$68,722
Supervise 50 or More Professionals	15	$62,245	$35,999	$51,375	$64,400	$74,550	$84,999
Supervise 3 - 9 Non-professionals	18	$44,177	$26,810	$37,823	$40,500	$52,144	$61,699
Supervise 10 - 49 Non-professionals	9	$44,579	$31,511	$35,745	$41,534	$50,800	$61,479
Supervise 50 or More Non-professionals	8	$59,056	$38,754	$42,763	$46,849	$66,000	$109,300
Supervise 3 - 4 Professionals & Non-professionals	7	$46,779	$32,800	$36,850	$39,800	$49,438	$76,447
Supervise 5 - 9 Professionals & Non-professionals	14	$48,285	$33,601	$39,324	$48,400	$52,299	$62,590
Supervise 10 - 49 Professionals & Non-professionals	22	$56,381	$40,700	$48,290	$55,340	$64,250	$71,150
Supervise 50 - 99 Professionals & Non-professionals	19	$65,483	$54,172	$60,120	$65,500	$72,598	$78,000
Supervise 100 - 249 Professionals & Non-professionals	32	$66,293	$49,123	$54,000	$66,950	$76,574	$87,200
Supervise 250 or More Professionals & Non-professionals	18	$82,134	$45,319	$59,400	$79,750	$85,000	$87,975
Communications Services (radio, TV, telephone & telegraph)							
Non-Managerial Positions	58	$40,673	$32,300	$36,000	$39,860	$44,700	$50,380
Supervise 1 - 2 Professionals	5	$47,024	$44,000	$44,548	$44,788	$48,700	$54,999
Supervise 3 - 4 Professionals	7	$47,241	$36,888	$40,868	$45,700	$56,045	$58,732
Supervise 5 - 9 Professionals	8	$47,888	$44,060	$44,396	$46,500	$51,500	$53,918
Supervise 10 - 49 Professionals	11	$69,444	$44,711	$57,750	$71,000	$80,500	$90,158
Supervise 50 or More Professionals	6	$63,875	$55,590	$57,300	$57,650	$59,300	$92,281
Supervise 3 - 9 Non-professionals	10	$38,848	$29,700	$32,500	$37,450	$43,900	$49,537
Supervise 10 - 49 Non-professionals	6	$44,407	$21,230	$25,100	$42,320	$51,400	$81,187
Supervise 50 or More Non-professionals	10	$68,260	$29,737	$42,600	$58,064	$80,000	$126,995
Supervise 5 - 9 Professionals & Non-professionals	8	$49,244	$37,270	$41,050	$46,550	$54,075	$70,150
Supervise 10 - 49 Professionals & Non-professionals	22	$55,765	$42,679	$46,000	$52,108	$60,000	$73,118
Supervise 50 - 99 Professionals & Non-professionals	5	$78,324	$56,000	$58,250	$82,220	$89,800	$111,997
Supervise 100 - 249 Professionals & Non-professionals	11	$69,019	$55,700	$59,175	$61,000	$75,058	$101,020
Supervise 250 or More Professionals & Non-professionals	7	$100,059	$66,259	$77,028	$99,900	$106,250	$154,894
Construction & Real Estate Development							
Non-Managerial Positions	54	$48,690	$29,795	$32,000	$40,000	$52,300	$70,335
Supervise 1 - 2 Professionals	5	$31,100	$26,000	$27,500	$30,500	$33,500	$39,499
Supervise 3 - 4 Professionals	12	$42,189	$29,474	$34,000	$38,750	$48,000	$58,397
Supervise 5 - 9 Professionals	13	$56,065	$36,479	$42,074	$51,885	$61,750	$80,394
Supervise 10 - 49 Professionals	20	$73,924	$37,871	$45,150	$57,500	$87,500	$120,300
Supervise 3 - 9 Non-professionals	77	$46,623	$27,540	$33,263	$40,000	$48,935	$62,640
Supervise 10 - 49 Non-professionals	94	$49,075	$30,000	$34,000	$40,750	$57,300	$90,000
Supervise 50 or More Non-professionals	51	$76,502	$40,000	$48,245	$62,500	$89,250	$117,000
Supervise 3 - 4 Professionals & Non-professionals	12	$49,843	$33,327	$41,500	$48,500	$60,240	$67,349
Supervise 5 - 9 Professionals & Non-professionals	56	$58,242	$31,630	$40,481	$50,481	$69,500	$83,600
Supervise 10 - 49 Professionals & Non-professionals	102	$63,757	$35,784	$46,500	$55,000	$75,000	$97,200
Supervise 50 - 99 Professionals & Non-professionals	35	$85,112	$48,000	$51,200	$68,400	$99,500	$157,999
Supervise 100 - 249 Professionals & Non-professionals	32	$104,385	$53,760	$70,900	$83,000	$121,000	$187,999
Supervise 250 or More Professionals & Non-professionals	17	$106,244	$59,799	$69,800	$116,200	$132,500	$162,055
Engineering Services							
Non-Managerial Positions	252	$40,820	$25,773	$30,060	$38,785	$47,865	$60,000
Supervise 1 - 2 Professionals	60	$38,651	$28,400	$33,872	$36,750	$43,080	$49,381
Supervise 3 - 4 Professionals	107	$41,936	$29,656	$34,014	$39,700	$47,960	$58,800
Supervise 5 - 9 Professionals	138	$50,765	$33,395	$38,500	$46,620	$56,000	$69,550
Supervise 10 - 49 Professionals	153	$60,334	$41,536	$46,475	$55,200	$64,257	$79,560
Supervise 50 or More Professionals	45	$79,097	$57,000	$60,800	$71,000	$84,125	$114,998

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 3 - 9 Non-professionals	63	$42,893	$24,344	$28,275	$36,000	$45,999	$60,200
Supervise 10 - 49 Non-professionals	13	$48,400	$32,903	$37,600	$47,000	$54,625	$73,009
Supervise 50 or More Non-professionals	6	$72,467	$30,779	$37,800	$67,500	$82,000	$143,193
Supervise 3 - 4 Professionals & Non-professionals	68	$46,682	$32,010	$37,250	$43,750	$52,600	$64,760
Supervise 5 - 9 Professionals & Non-professionals	148	$49,759	$32,578	$39,840	$46,703	$54,800	$70,546
Supervise 10 - 49 Professionals & Non-professionals	275	$62,802	$39,500	$48,000	$55,500	$70,000	$90,740
Supervise 50 - 99 Professionals & Non-professionals	51	$79,315	$47,060	$53,835	$65,000	$89,250	$120,981
Supervise 100 - 249 Professionals & Non-professionals	31	$95,864	$65,200	$71,564	$79,174	$106,125	$145,497
Supervise 250 or More Professionals & Non-professionals	20	$111,438	$60,374	$81,500	$92,500	$116,000	$147,496
Government - Federal							
Non-Managerial Positions	247	$38,436	$26,000	$32,289	$37,937	$44,950	$48,875
Supervise 1 - 2 Professionals	17	$37,779	$27,665	$30,091	$35,000	$44,550	$52,223
Supervise 3 - 4 Professionals	38	$39,487	$30,336	$33,028	$38,419	$45,339	$50,649
Supervise 5 - 9 Professionals	53	$44,048	$35,374	$37,252	$44,000	$48,853	$53,370
Supervise 10 - 49 Professionals	39	$49,138	$37,320	$42,819	$47,226	$54,975	$64,456
Supervise 50 or More Professionals	16	$59,685	$50,263	$51,947	$57,684	$66,400	$72,000
Supervise 3 - 9 Non-professionals	17	$34,838	$28,887	$31,647	$34,000	$39,711	$40,993
Supervise 3 - 4 Professionals & Non-professionals	7	$44,952	$34,968	$39,210	$43,000	$47,059	$61,498
Supervise 5 - 9 Professionals & Non-professionals	36	$45,763	$34,965	$39,776	$46,400	$51,250	$55,887
Supervise 10 - 49 Professionals & Non-professionals	73	$50,419	$36,381	$43,452	$50,000	$57,882	$65,080
Supervise 50 - 99 Professionals & Non-professionals	24	$55,130	$39,175	$48,938	$54,350	$65,000	$68,802
Supervise 100 - 249 Professionals & Non-professionals	21	$59,298	$39,891	$55,139	$60,323	$67,735	$73,312
Supervise 250 or More Professionals & Non-professionals	11	$60,705	$39,960	$49,150	$66,232	$72,375	$76,880
Government - State							
Non-Managerial Positions	99	$32,255	$23,546	$26,639	$32,000	$35,975	$41,419
Supervise 1 - 2 Professionals	20	$31,039	$22,438	$26,502	$30,900	$35,821	$39,640
Supervise 3 - 4 Professionals	22	$34,041	$25,934	$28,200	$32,520	$39,169	$44,215
Supervise 5 - 9 Professionals	49	$37,088	$29,414	$32,812	$36,366	$40,720	$44,670
Supervise 10 - 49 Professionals	37	$40,506	$31,308	$36,534	$39,380	$45,187	$50,594
Supervise 50 or More Professionals	24	$54,457	$39,562	$45,524	$49,710	$57,839	$75,079
Supervise 3 - 9 Non-professionals	20	$31,923	$21,408	$23,750	$28,844	$36,363	$48,257
Supervise 10 - 49 Non-professionals	15	$34,520	$24,377	$28,897	$34,300	$39,988	$45,000
Supervise 50 or More Non-professionals	9	$45,167	$31,376	$40,625	$44,590	$50,450	$57,799
Supervise 3 - 4 Professionals & Non-professionals	14	$39,340	$31,370	$33,060	$35,760	$40,500	$54,985
Supervise 5 - 9 Professionals & Non-professionals	44	$38,579	$30,120	$34,189	$39,090	$42,868	$46,550
Supervise 10 - 49 Professionals & Non-professionals	81	$41,570	$31,205	$36,641	$41,823	$45,045	$50,625
Supervise 50 - 99 Professionals & Non-professionals	28	$42,209	$34,970	$36,586	$41,000	$45,533	$50,050
Supervise 100 - 249 Professionals & Non-professionals	16	$49,174	$33,846	$44,916	$50,956	$52,656	$58,032
Supervise 250 or More Professionals & Non-professionals	23	$49,043	$41,112	$42,632	$50,000	$53,470	$58,820
Government - Local (cities, counties, etc.)							
Non-Managerial Positions	47	$33,377	$24,368	$28,000	$32,697	$37,687	$44,460
Supervise 1 - 2 Professionals	13	$33,568	$20,965	$29,075	$32,700	$42,070	$45,029
Supervise 3 - 4 Professionals	25	$36,124	$25,000	$30,000	$33,203	$39,486	$50,384
Supervise 5 - 9 Professionals	40	$37,363	$29,467	$32,487	$37,216	$41,383	$47,504
Supervise 10 - 49 Professionals	44	$43,672	$34,404	$37,590	$43,391	$47,533	$53,650
Supervise 50 or More Professionals	15	$52,309	$40,000	$43,753	$51,000	$61,118	$69,600
Supervise 3 - 9 Non-professionals	41	$32,886	$24,400	$27,930	$34,252	$38,260	$39,717
Supervise 10 - 49 Non-professionals	64	$36,920	$27,360	$32,275	$35,637	$40,795	$48,720
Supervise 50 or More Non-professionals	24	$43,206	$30,934	$35,662	$41,971	$49,500	$54,651
Supervise 3 - 4 Professionals & Non-professionals	26	$36,187	$28,014	$29,925	$34,950	$38,000	$49,775
Supervise 5 - 9 Professionals & Non-professionals	59	$37,779	$27,008	$33,563	$37,500	$41,375	$46,000
Supervise 10 - 49 Professionals & Non-professionals	189	$40,402	$32,000	$35,705	$39,600	$44,593	$50,380
Supervise 50 - 99 Professionals & Non-professionals	78	$45,604	$37,883	$40,625	$44,875	$49,000	$54,555
Supervise 100 - 249 Professionals & Non-professionals	56	$50,835	$40,090	$43,750	$51,032	$55,620	$62,825
Supervise 250 or More Professionals & Non-professionals	38	$55,632	$42,796	$49,800	$55,342	$60,000	$69,758
Private Practice							
Non-Managerial Positions	267	$44,236	$25,040	$30,000	$38,000	$50,000	$70,278
Supervise 1 - 2 Professionals	85	$43,115	$28,500	$32,571	$36,500	$45,000	$55,000
Supervise 3 - 4 Professionals	168	$43,346	$28,972	$34,000	$39,186	$45,932	$59,100
Supervise 5 - 9 Professionals	233	$49,548	$33,968	$38,925	$45,000	$56,113	$70,340
Supervise 10 - 49 Professionals	210	$65,107	$40,000	$48,500	$58,000	$72,000	$100,200
Supervise 50 or More Professionals	43	$106,921	$56,000	$66,250	$85,000	$128,874	$167,799
Supervise 3 - 9 Non-professionals	104	$37,530	$22,750	$27,834	$35,500	$41,430	$56,302
Supervise 10 - 49 Non-professionals	17	$65,592	$30,000	$35,463	$58,000	$89,530	$99,000
Supervise 3 - 4 Professionals & Non-professionals	167	$50,404	$30,200	$35,861	$44,000	$53,970	$77,800
Supervise 5 - 9 Professionals & Non-professionals	473	$55,797	$32,000	$37,380	$46,000	$60,000	$80,460
Supervise 10 - 49 Professionals & Non-professionals	638	$67,858	$39,520	$46,252	$58,114	$77,400	$110,000
Supervise 50 - 99 Professionals & Non-professionals	78	$92,342	$53,770	$59,488	$77,900	$102,755	$138,588
Supervise 100 - 249 Professionals & Non-professionals	42	$99,734	$59,400	$75,000	$90,000	$112,400	$143,997
Supervise 250 or More Professionals & Non-professionals	7	$170,213	$87,996	$122,249	$133,300	$199,550	$338,985
Research Organizations & Laboratories							
Non-Managerial Positions	32	$44,297	$29,700	$36,990	$45,550	$50,000	$55,043
Supervise 3 - 4 Professionals	8	$45,771	$26,663	$41,250	$47,609	$55,000	$57,350
Supervise 5 - 9 Professionals	7	$54,011	$45,300	$48,870	$50,900	$58,500	$63,600
Supervise 10 - 49 Professionals	12	$65,172	$49,215	$51,668	$57,500	$80,650	$85,368
Supervise 50 or More Professionals	7	$87,798	$60,590	$64,000	$77,600	$81,750	$164,490

Continued

Industry or Service of Employer and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 5 - 9 Professionals & Non-professionals	9	$54,451	$40,200	$43,125	$54,000	$65,425	$73,360
Supervise 10 - 49 Professionals & Non-professionals	15	$54,866	$31,300	$48,498	$54,900	$65,250	$70,000
Transportation Services							
Non-Managerial Positions	8	$41,038	$34,310	$35,150	$38,200	$45,000	$55,250
Supervise 5 - 9 Professionals	5	$42,008	$29,400	$37,350	$41,000	$46,426	$56,607
Supervise 10 - 49 Non-professionals	8	$51,819	$30,617	$32,402	$47,400	$57,526	$96,050
Supervise 10 - 49 Professionals & Non-professionals	13	$55,275	$37,800	$44,625	$55,000	$65,613	$75,520
Supervise 50 - 99 Professionals & Non-professionals	7	$84,517	$49,747	$50,846	$52,400	$57,526	$230,578
Utilities - Electric							
Non-Managerial Positions	246	$39,674	$30,000	$33,696	$38,540	$44,292	$49,943
Supervise 1 - 2 Professionals	32	$43,631	$36,420	$39,788	$41,266	$47,888	$52,474
Supervise 3 - 4 Professionals	54	$44,507	$35,513	$39,650	$44,050	$49,000	$55,761
Supervise 5 - 9 Professionals	78	$46,901	$36,327	$41,300	$46,463	$52,000	$56,366
Supervise 10 - 49 Professionals	54	$54,612	$42,000	$48,000	$52,848	$60,000	$66,900
Supervise 50 or More Professionals	17	$75,231	$57,565	$64,125	$69,800	$78,500	$116,316
Supervise 3 - 9 Non-professionals	34	$41,545	$32,480	$35,000	$39,380	$44,000	$60,000
Supervise 10 - 49 Non-professionals	28	$44,315	$34,240	$37,700	$43,362	$49,800	$58,500
Supervise 50 or More Non-professionals	23	$52,390	$37,120	$43,395	$49,000	$58,369	$71,784
Supervise 3 - 4 Professionals & Non-professionals	19	$40,938	$33,000	$37,665	$40,000	$43,875	$51,503
Supervise 5 - 9 Professionals & Non-professionals	49	$48,100	$36,144	$41,625	$46,900	$54,420	$56,986
Supervise 10 - 49 Professionals & Non-professionals	103	$52,743	$40,163	$45,045	$50,940	$58,322	$67,394
Supervise 50 - 99 Professionals & Non-professionals	47	$59,059	$45,140	$51,915	$60,000	$66,929	$70,000
Supervise 100 - 249 Professionals & Non-professionals	39	$65,464	$48,018	$56,025	$62,200	$75,875	$89,937
Supervise 250 or More Professionals & Non-professionals	37	$96,584	$59,074	$67,375	$80,000	$103,500	$172,196
Utilities - Gas							
Non-Managerial Positions	33	$38,928	$29,925	$31,913	$34,750	$45,450	$55,543
Supervise 3 - 4 Professionals	6	$44,550	$32,482	$34,568	$45,692	$52,800	$55,950
Supervise 5 - 9 Professionals	10	$46,114	$34,450	$40,800	$44,500	$51,000	$61,200
Supervise 10 - 49 Professionals	7	$52,500	$30,358	$45,442	$51,200	$56,145	$79,469
Supervise 3 - 9 Non-professionals	10	$40,976	$28,500	$35,520	$43,540	$46,488	$50,936
Supervise 10 - 49 Non-professionals	9	$40,517	$33,400	$35,050	$41,700	$45,057	$48,227
Supervise 50 or More Non-professionals	6	$55,793	$44,580	$48,000	$55,800	$64,548	$66,222
Supervise 5 - 9 Professionals & Non-professionals	11	$46,025	$33,871	$39,838	$43,350	$48,375	$65,279
Supervise 10 - 49 Professionals & Non-professionals	14	$54,778	$40,090	$42,500	$50,454	$61,250	$74,257
Supervise 50 - 99 Professionals & Non-professionals	5	$60,780	$39,500	$55,250	$64,500	$69,350	$70,400
Supervise 100 - 249 Professionals & Non-professionals	7	$72,929	$43,000	$45,750	$57,500	$100,750	$116,999
Utilities - Pipelines							
Non-Managerial Positions	17	$43,566	$29,420	$33,900	$40,345	$48,570	$65,695
Supervise 5 - 9 Professionals	6	$54,309	$40,150	$41,500	$56,400	$64,655	$66,675
Supervise 10 - 49 Professionals	8	$61,446	$42,556	$54,680	$64,956	$69,000	$75,060
Supervise 3 - 9 Non-professionals	7	$40,620	$28,571	$35,195	$38,923	$48,969	$54,784
Supervise 10 - 49 Non-professionals	7	$61,520	$32,020	$34,360	$45,432	$49,993	$153,987
Supervise 10 - 49 Professionals & Non-professionals	11	$52,777	$41,720	$51,125	$53,880	$56,500	$60,499
Supervise 50 - 99 Professionals & Non-professionals	5	$79,780	$46,500	$53,589	$91,000	$100,988	$106,199
Utilities - Other or Mixed							
Non-Managerial Positions	47	$39,403	$29,760	$33,250	$39,145	$41,825	$52,118
Supervise 1 - 2 Professionals	8	$48,775	$40,000	$40,000	$45,350	$53,000	$68,700
Supervise 3 - 4 Professionals	7	$48,247	$29,040	$33,075	$42,332	$54,500	$81,837
Supervise 5 - 9 Professionals	10	$48,662	$36,034	$38,900	$46,650	$51,700	$69,757
Supervise 10 - 49 Professionals	7	$59,703	$46,800	$50,355	$52,600	$71,875	$74,460
Supervise 50 or More Professionals	9	$87,907	$54,254	$60,541	$94,300	$106,625	$128,598
Supervise 3 - 9 Non-professionals	9	$35,287	$26,548	$31,076	$34,477	$38,818	$44,391
Supervise 10 - 49 Non-professionals	21	$43,046	$29,962	$33,500	$42,185	$47,600	$62,800
Supervise 50 or More Non-professionals	9	$48,675	$37,200	$40,425	$47,022	$55,875	$63,779
Supervise 5 - 9 Professionals & Non-professionals	14	$46,758	$35,984	$41,000	$43,000	$52,300	$65,483
Supervise 10 - 49 Professionals & Non-professionals	35	$57,159	$43,000	$46,575	$51,500	$61,875	$71,600
Supervise 50 - 99 Professionals & Non-professionals	8	$57,758	$40,840	$46,000	$54,990	$67,800	$82,780
Supervise 100 - 249 Professionals & Non-professionals	14	$62,102	$47,856	$51,768	$63,900	$67,000	$77,169
Supervise 250 or More Professionals & Non-professionals	6	$119,967	$56,295	$104,000	$121,350	$140,000	$177,886

Industry or Service of Employer and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers							
Engineer I/II	57	$30,698	$23,720	$26,175	$29,140	$32,100	$36,456
Engineer III	163	$34,223	$26,246	$28,800	$32,300	$36,648	$43,320
Engineer IV	558	$39,851	$30,000	$33,000	$37,490	$42,827	$50,589
Engineer V	667	$45,149	$33,000	$37,273	$43,500	$50,000	$57,996
Engineer VI	556	$51,907	$37,008	$42,450	$49,300	$57,000	$67,458
Engineer VII	358	$60,848	$42,568	$49,100	$55,000	$66,872	$85,000
Engineer VIII	261	$69,454	$47,840	$54,900	$65,728	$79,830	$98,800
Engineer IX	164	$101,882	$54,600	$67,000	$88,650	$122,838	$170,000

Continued

Industry or Service of Employer and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Aerospace & Aircraft Products							
Engineer I/II	10	$29,581	$25,920	$26,753	$30,360	$31,800	$33,250
Engineer III	17	$29,666	$25,984	$26,645	$28,350	$31,909	$34,134
Engineer IV	63	$39,711	$29,900	$33,536	$39,204	$41,713	$50,320
Engineer V	59	$44,421	$36,160	$38,075	$44,300	$49,021	$53,590
Engineer VI	56	$47,421	$36,423	$41,104	$47,034	$54,861	$57,680
Engineer VII	28	$54,283	$42,176	$50,250	$54,000	$58,857	$65,590
Engineer VIII	28	$64,504	$43,149	$53,192	$59,824	$69,000	$84,880
Engineer IX	6	$129,950	$52,644	$108,000	$117,100	$129,000	$248,687
Chemical, Pharmaceutical & Allied Products							
Engineer I/II	5	$29,140	$17,000	$24,500	$31,500	$34,950	$35,400
Engineer III	19	$34,646	$28,916	$30,105	$34,300	$36,555	$42,340
Engineer IV	63	$39,650	$31,922	$34,000	$38,500	$42,910	$50,250
Engineer V	74	$48,008	$35,318	$40,100	$46,160	$53,600	$64,267
Engineer VI	72	$53,740	$37,070	$43,930	$50,559	$58,500	$70,100
Engineer VII	42	$63,260	$46,550	$50,000	$62,500	$70,000	$84,506
Engineer VIII	27	$72,616	$53,680	$58,500	$70,500	$84,838	$97,599
Engineer IX	21	$133,386	$79,099	$93,200	$104,846	$158,750	$216,995
Electrical & Electronic Equipment							
Engineer I/II	12	$27,498	$24,432	$25,695	$27,925	$29,570	$30,375
Engineer III	23	$33,213	$27,566	$30,038	$31,400	$34,913	$41,000
Engineer IV	84	$38,674	$29,319	$33,495	$36,840	$41,830	$48,009
Engineer V	115	$43,297	$32,508	$37,255	$42,600	$49,343	$54,470
Engineer VI	88	$53,332	$37,783	$43,890	$52,800	$60,000	$66,280
Engineer VII	58	$57,733	$45,000	$48,048	$55,000	$63,000	$75,490
Engineer VIII	37	$68,838	$50,300	$57,900	$63,500	$75,528	$99,960
Engineer IX	28	$92,456	$50,000	$59,000	$82,700	$112,500	$132,540
Fabricated Metal Products							
Engineer III	17	$31,120	$23,936	$27,160	$29,400	$34,200	$40,962
Engineer IV	60	$40,496	$27,048	$30,400	$34,000	$38,060	$46,014
Engineer V	72	$41,596	$31,533	$35,500	$38,915	$47,000	$52,950
Engineer VI	75	$48,820	$38,420	$41,000	$44,100	$51,879	$62,917
Engineer VII	42	$59,130	$37,510	$44,800	$50,000	$70,787	$94,300
Engineer VIII	20	$71,657	$53,300	$62,000	$68,000	$81,250	$93,998
Engineer IX	18	$84,767	$37,799	$45,500	$67,500	$102,000	$174,899
Food, Beverage & Tobacco Products							
Engineer IV	29	$39,735	$30,691	$35,631	$39,200	$45,000	$48,450
Engineer V	29	$43,875	$34,020	$36,810	$44,500	$48,075	$52,800
Engineer VI	27	$53,185	$41,960	$45,675	$48,500	$60,000	$67,300
Engineer VII	20	$58,402	$48,000	$50,000	$55,900	$62,420	$77,998
Engineer VIII	15	$72,158	$51,049	$53,538	$60,800	$76,250	$110,000
Engineer IX	11	$81,373	$56,920	$63,150	$75,200	$104,952	$115,699
Machinery (except electrical)							
Engineer III	8	$39,868	$23,682	$27,561	$35,000	$45,860	$70,256
Engineer IV	25	$35,113	$26,700	$29,875	$33,565	$38,148	$43,500
Engineer V	53	$42,477	$30,400	$37,194	$41,500	$48,308	$56,040
Engineer VI	31	$47,282	$35,297	$40,256	$46,248	$52,363	$56,508
Engineer VII	20	$51,746	$35,550	$40,025	$50,063	$56,975	$79,350
Engineer VIII	28	$65,345	$44,300	$52,425	$60,750	$79,500	$92,124
Engineer IX	11	$87,417	$53,376	$62,200	$86,200	$106,000	$135,607
Petroleum & Coal Products							
Engineer I/II	11	$31,750	$24,705	$27,100	$31,200	$36,225	$37,097
Engineer III	33	$40,634	$28,564	$32,330	$36,780	$42,275	$60,436
Engineer IV	88	$45,359	$33,663	$36,839	$42,300	$51,260	$60,177
Engineer V	88	$52,547	$36,000	$40,520	$50,000	$60,000	$75,850
Engineer VI	65	$61,589	$42,000	$48,432	$57,720	$70,944	$79,993
Engineer VII	50	$80,103	$45,500	$57,000	$75,870	$92,000	$116,383
Engineer VIII	35	$81,610	$58,049	$65,788	$72,500	$97,439	$127,598
Engineer IX	29	$127,839	$70,200	$81,500	$109,000	$153,900	$214,226
Primary Metal Industries							
Engineer III	6	$34,387	$26,832	$31,912	$32,889	$37,482	$44,139
Engineer IV	18	$36,999	$31,501	$32,400	$37,490	$41,836	$43,634
Engineer V	29	$44,215	$31,392	$36,645	$42,500	$47,604	$63,238
Engineer VI	20	$46,939	$38,902	$41,000	$46,038	$50,230	$58,599
Engineer VII	23	$53,137	$41,710	$45,630	$51,920	$55,250	$65,559
Engineer VIII	12	$64,723	$43,279	$54,800	$63,215	$76,670	$87,789
Rubber & Plastic Products							
Engineer IV	11	$39,224	$32,986	$36,000	$39,000	$42,675	$46,199
Engineer V	14	$40,066	$34,586	$36,000	$41,325	$43,896	$45,549
Engineer VI	10	$49,227	$34,750	$45,000	$51,725	$53,800	$58,999
Engineer VII	5	$48,584	$42,000	$42,375	$48,400	$51,745	$61,540
Engineer VIII	5	$64,120	$40,000	$55,000	$69,500	$73,325	$79,999
Stone, Clay, Glass & Concrete Products							
Engineer III	5	$35,912	$22,600	$29,875	$33,200	$42,595	$51,999
Engineer IV	17	$38,402	$26,800	$31,950	$35,500	$41,741	$53,492
Engineer V	21	$40,615	$31,180	$33,450	$37,860	$48,000	$53,920
Engineer VI	28	$53,494	$34,290	$37,300	$46,050	$54,584	$63,500
Engineer VII	17	$56,938	$44,382	$50,118	$59,476	$61,525	$68,439
Engineer VIII	9	$68,684	$51,291	$58,425	$65,800	$78,875	$90,379
Engineer IX	5	$87,500	$37,500	$50,625	$85,000	$112,500	$164,993

Continued

Industry or Service of Employer and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Transportation Equipment							
Engineer III	9	$30,502	$21,899	$29,250	$31,400	$34,339	$35,423
Engineer IV	38	$40,270	$28,842	$34,490	$38,817	$43,409	$55,212
Engineer V	41	$43,671	$34,716	$37,524	$42,625	$48,341	$53,406
Engineer VI	19	$48,746	$34,764	$39,453	$49,800	$53,895	$64,680
Engineer VII	20	$52,589	$40,975	$49,435	$52,933	$58,150	$60,704
Engineer VIII	10	$70,591	$44,099	$48,000	$61,226	$86,455	$119,897
Engineer IX	9	$84,819	$47,600	$61,250	$77,500	$112,594	$125,250
All Non-Manufacturing/Extractive Employers							
Engineer I/II	99	$29,978	$20,930	$22,615	$27,200	$31,490	$40,347
Engineer III	419	$30,541	$22,392	$25,665	$29,500	$33,975	$38,762
Engineer IV	1,221	$36,198	$26,168	$30,000	$34,653	$40,000	$46,377
Engineer V	1,725	$41,397	$30,500	$34,750	$39,420	$45,300	$53,200
Engineer VI	1,847	$47,840	$34,758	$39,505	$45,000	$52,000	$62,000
Engineer VII	1,603	$55,271	$38,456	$44,000	$51,000	$60,000	$75,000
Engineer VIII	1,391	$66,277	$41,115	$50,000	$60,000	$74,650	$99,940
Engineer IX	725	$88,659	$50,000	$60,000	$75,000	$99,125	$140,000
Colleges & Universities							
Engineer III	10	$32,030	$17,999	$21,600	$29,100	$40,000	$53,498
Engineer IV	30	$33,553	$23,841	$27,800	$33,634	$37,000	$42,301
Engineer V	62	$38,609	$28,840	$32,278	$39,605	$42,144	$47,825
Engineer VI	103	$46,083	$34,820	$40,250	$46,800	$51,875	$55,551
Engineer VII	100	$52,335	$38,800	$45,748	$51,143	$60,200	$67,666
Engineer VIII	100	$57,988	$41,125	$47,619	$55,340	$67,000	$75,075
Engineer IX	71	$73,781	$53,045	$59,250	$72,000	$81,500	$90,000
Communications Services (radio, TV, telephone & telegraph)							
Engineer III	13	$33,945	$28,313	$31,789	$33,700	$37,367	$39,600
Engineer IV	27	$37,902	$31,920	$34,550	$37,200	$40,850	$46,760
Engineer V	35	$45,148	$35,000	$37,600	$44,700	$46,500	$55,000
Engineer VI	41	$48,548	$40,480	$42,750	$46,100	$55,250	$61,400
Engineer VII	35	$61,733	$48,000	$50,975	$59,000	$73,250	$82,220
Engineer VIII	24	$69,335	$50,659	$54,300	$60,000	$81,606	$100,400
Engineer IX	9	$117,750	$89,559	$102,738	$106,500	$136,500	$160,198
Construction & Real Estate Development							
Engineer III	24	$40,916	$26,249	$28,150	$34,850	$40,250	$72,167
Engineer IV	77	$39,470	$26,000	$31,060	$37,960	$46,075	$53,181
Engineer V	100	$46,078	$30,000	$34,560	$40,925	$52,800	$65,000
Engineer VI	110	$56,611	$32,625	$40,000	$50,500	$63,300	$87,500
Engineer VII	88	$60,491	$39,650	$43,970	$50,050	$68,085	$86,242
Engineer VIII	68	$81,761	$45,650	$52,500	$70,000	$97,500	$127,179
Engineer IX	38	$120,408	$54,049	$72,000	$100,400	$150,000	$191,699
Engineering Services							
Engineer I/II	17	$27,081	$20,200	$21,983	$24,200	$28,185	$35,105
Engineer III	84	$29,001	$21,600	$24,575	$28,113	$31,575	$38,437
Engineer IV	234	$37,675	$26,500	$30,570	$35,380	$40,800	$48,084
Engineer V	290	$43,343	$31,500	$36,000	$42,000	$48,000	$56,200
Engineer VI	273	$48,991	$34,900	$40,000	$46,900	$54,725	$65,000
Engineer VII	275	$59,298	$40,000	$46,000	$53,000	$64,595	$88,655
Engineer VIII	244	$67,312	$45,900	$54,122	$63,980	$75,000	$92,929
Engineer IX	107	$93,377	$55,100	$64,756	$79,000	$103,750	$141,310
Government - Federal							
Engineer I/II	8	$23,639	$18,283	$20,530	$22,387	$26,860	$31,187
Engineer III	31	$27,118	$22,857	$24,986	$25,980	$26,300	$35,218
Engineer IV	79	$32,843	$28,887	$30,185	$31,400	$35,000	$36,534
Engineer V	161	$36,760	$31,905	$34,165	$36,300	$39,481	$41,105
Engineer VI	188	$44,276	$38,326	$40,900	$44,751	$47,223	$48,876
Engineer VII	113	$51,278	$45,490	$48,480	$50,749	$54,125	$56,002
Engineer VIII	54	$61,173	$52,490	$57,209	$61,125	$65,000	$66,803
Engineer IX	29	$66,869	$60,000	$64,950	$67,000	$71,925	$75,680
Government - State							
Engineer I/II	17	$25,189	$20,795	$22,027	$24,000	$27,151	$32,333
Engineer III	29	$26,805	$21,154	$23,400	$26,496	$30,075	$31,600
Engineer IV	90	$30,685	$24,438	$26,518	$30,000	$34,685	$38,076
Engineer V	123	$36,938	$30,496	$32,940	$36,000	$40,488	$44,450
Engineer VI	111	$41,054	$32,103	$36,000	$40,750	$44,687	$48,320
Engineer VII	83	$43,550	$35,040	$38,175	$42,336	$48,000	$52,262
Engineer VIII	42	$48,906	$40,000	$42,119	$48,232	$53,184	$61,454
Engineer IX	24	$54,352	$39,933	$44,937	$51,000	$55,800	$65,642
Government - Local (cities, counties, etc.)							
Engineer I/II	6	$23,390	$20,277	$21,125	$23,015	$25,000	$27,700
Engineer III	31	$28,961	$23,441	$26,004	$27,754	$31,425	$35,862
Engineer IV	109	$32,116	$25,000	$28,109	$31,800	$35,937	$39,802
Engineer V	159	$35,146	$28,000	$30,772	$34,570	$38,887	$42,867
Engineer VI	169	$40,298	$33,510	$35,938	$39,422	$44,050	$47,678
Engineer VII	136	$44,143	$35,766	$39,200	$43,150	$49,900	$53,774
Engineer VIII	123	$47,373	$36,098	$40,886	$46,733	$52,476	$60,194
Engineer IX	59	$56,418	$40,660	$46,778	$56,000	$65,023	$75,000
Private Practice							
Engineer I/II	20	$33,794	$21,600	$24,200	$29,160	$33,767	$60,240
Engineer III	91	$28,159	$20,550	$23,048	$27,040	$31,055	$35,730
Engineer IV	298	$35,645	$25,000	$28,550	$33,336	$38,320	$46,000

Continued

Industry or Service of Employer and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineer V	440	$42,245	$29,396	$34,279	$39,213	$45,838	$55,000
Engineer VI	524	$50,151	$33,183	$38,610	$45,000	$55,850	$69,730
Engineer VII	543	$57,946	$37,900	$44,082	$52,600	$65,000	$80,000
Engineer VIII	536	$72,041	$40,000	$50,000	$61,750	$85,000	$111,000
Engineer IX	277	$96,397	$48,200	$63,465	$83,000	$108,550	$158,399
Research Organizations & Laboratories							
Engineer III	5	$29,877	$27,189	$29,105	$30,000	$31,213	$31,250
Engineer IV	20	$37,440	$27,812	$31,850	$36,500	$43,076	$49,213
Engineer V	14	$48,806	$44,556	$46,018	$48,870	$51,900	$53,628
Engineer VI	20	$49,031	$40,250	$43,932	$47,925	$53,950	$60,000
Engineer VII	21	$55,100	$42,300	$47,375	$54,600	$57,747	$75,800
Engineer VIII	21	$59,320	$40,809	$51,750	$57,500	$68,500	$79,640
Engineer IX	17	$83,541	$55,619	$65,400	$70,900	$89,000	$136,996
Transportation Services							
Engineer III	6	$35,541	$29,690	$32,304	$34,850	$36,120	$44,759
Engineer IV	9	$39,169	$31,180	$34,000	$38,927	$43,473	$47,596
Engineer V	16	$45,850	$35,750	$38,200	$43,266	$52,877	$57,360
Engineer VI	6	$46,527	$40,082	$40,824	$44,500	$49,080	$59,141
Engineer VII	12	$61,240	$40,434	$46,900	$56,454	$71,926	$85,637
Engineer VIII	6	$54,359	$38,248	$49,495	$57,050	$61,800	$63,563
Engineer IX	11	$110,982	$51,648	$60,157	$75,000	$100,750	$284,247
Utilities - Electric							
Engineer I/II	16	$35,012	$27,230	$28,688	$31,000	$36,609	$47,327
Engineer III	64	$33,699	$28,180	$30,221	$32,589	$37,128	$39,050
Engineer IV	147	$38,700	$31,020	$34,139	$38,000	$42,780	$47,224
Engineer V	214	$44,185	$35,490	$38,600	$42,194	$48,156	$54,224
Engineer VI	182	$49,569	$38,347	$43,000	$48,139	$55,167	$61,587
Engineer VII	100	$53,737	$41,670	$47,000	$52,350	$58,860	$65,500
Engineer VIII	89	$63,105	$45,820	$52,545	$62,000	$69,096	$78,000
Engineer IX	45	$91,890	$55,700	$64,375	$80,000	$93,775	$141,000
Utilities - Gas							
Engineer III	9	$32,306	$27,164	$27,875	$33,259	$34,900	$38,140
Engineer IV	23	$38,242	$32,207	$34,617	$37,000	$40,899	$46,374
Engineer V	33	$42,346	$34,054	$36,225	$42,500	$46,620	$52,502
Engineer VI	25	$48,533	$32,300	$43,510	$47,000	$56,394	$61,600
Engineer VII	21	$50,446	$40,520	$43,000	$50,200	$60,000	$65,292
Engineer VIII	17	$63,237	$41,055	$49,750	$60,500	$69,350	$98,637
Engineer IX	5	$105,380	$85,000	$85,750	$103,600	$116,725	$144,996
Utilities - Pipelines							
Engineer III	5	$36,744	$30,000	$33,150	$34,860	$39,265	$48,459
Engineer IV	19	$48,892	$32,040	$35,880	$39,900	$50,700	$55,763
Engineer V	10	$53,182	$34,099	$48,000	$53,180	$64,655	$66,950
Engineer VI	11	$46,276	$31,799	$37,890	$43,200	$56,500	$62,208
Engineer VII	14	$59,586	$41,464	$50,000	$56,000	$67,000	$79,580
Engineer VIII	15	$81,520	$57,499	$63,350	$76,800	$98,000	$114,999
Utilities - Other or Mixed							
Engineer III	8	$33,151	$24,715	$27,150	$31,548	$37,715	$45,489
Engineer IV	32	$38,650	$29,580	$33,329	$38,920	$41,800	$46,646
Engineer V	43	$40,237	$29,961	$35,370	$40,000	$45,775	$50,537
Engineer VI	38	$47,983	$36,256	$41,123	$47,171	$53,520	$63,360
Engineer VII	30	$60,019	$45,120	$52,500	$58,950	$65,600	$75,600
Engineer VIII	25	$62,960	$47,999	$51,525	$55,000	$69,040	$85,900
Engineer IX	19	$96,716	$51,553	$68,275	$94,300	$125,675	$139,200

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Manufacturing/Extractive Employers							
Atlanta (GA) & Vicinity	49	$48,855	$30,237	$36,314	$45,656	$60,000	$76,880
Baltimore (MD) & Vicinity	18	$46,881	$34,300	$40,000	$46,400	$51,180	$58,716
Boston (MA) & Vicinity	63	$61,488	$36,000	$39,898	$50,700	$69,375	$106,400
Chicago (IL) & Vicinity	141	$48,322	$30,000	$37,150	$44,000	$55,050	$68,720
Cincinnati (OH/KY/IN) & Vicinity	66	$47,677	$29,550	$32,732	$39,102	$54,200	$84,000
Cleveland (OH) & Vicinity	76	$50,310	$29,050	$33,108	$40,055	$53,800	$71,210
Dallas/Ft. Worth (TX) & Vicinity	100	$61,428	$29,535	$36,000	$51,200	$69,329	$102,500
Denver/Colorado Springs (CO) & Vicinity	37	$56,633	$33,390	$39,000	$46,140	$62,656	$100,256
Detroit (MI) & Vicinity	107	$54,070	$34,327	$40,218	$48,330	$59,000	$72,554
Houston (TX) & Vicinity	157	$62,927	$33,350	$40,375	$54,450	$74,740	$102,294
Indianapolis (IN) & Vicinity	29	$51,001	$36,794	$39,257	$48,048	$52,336	$82,440
Kansas City (MO/KS) & Vicinity	24	$58,095	$31,077	$36,216	$42,376	$66,500	$91,548
Los Angeles/Long Beach/San Diego (CA) & Vicinity	98	$55,032	$34,345	$40,829	$49,249	$56,565	$83,050
Miami (FL) & Vicinity	13	$60,994	$30,179	$34,100	$55,000	$91,075	$113,998
Milwaukee (WI) & Vicinity	38	$69,909	$30,149	$36,454	$47,250	$52,465	$76,399
Minneapolis/St. Paul (MN/WI) & Vicinity	54	$54,323	$35,742	$43,000	$46,920	$56,000	$77,070
Nassau/Suffolk Counties (NY)	21	$73,433	$30,892	$43,185	$57,500	$88,750	$116,638
Newark/Jersey City (NJ) & Vicinity	67	$53,569	$35,580	$41,084	$49,100	$60,750	$78,500
New Orleans (LA) & Vicinity	38	$53,390	$33,720	$40,200	$47,708	$65,000	$78,199
New York City (NY) - five boroughs	23	$76,379	$36,192	$43,995	$61,800	$88,050	$148,634
Philadelphia (PA/NJ) & Vicinity	109	$52,998	$32,400	$38,719	$48,500	$62,550	$76,080
Phoenix (AZ) & Vicinity	18	$46,877	$34,702	$37,000	$42,790	$52,464	$67,800
Pittsburgh (PA) & Vicinity	87	$54,577	$32,207	$38,025	$46,000	$55,000	$77,639
St. Louis (MO/IL) & Vicinity	64	$51,360	$30,633	$35,400	$44,100	$57,250	$74,100
San Francisco/Oakland (CA) & Vicinity	14	$49,541	$34,632	$40,480	$50,300	$56,000	$67,299
San Jose (CA) & Vicinity	30	$54,993	$38,250	$45,552	$51,896	$63,500	$76,620
Seattle/Everett (WA) & Vicinity	31	$47,922	$35,794	$40,000	$48,350	$55,375	$59,[illegible]0

Continued

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Tampa/St. Petersburg (FL) & Vicinity	21	$46,109	$33,841	$37,279	$41,208	$52,641	$59,983
Washington (DC/MD/VA) & Vicinity	41	$49,397	$32,920	$39,390	$47,647	$58,635	$71,800
Aerospace & Aircraft Products							
Atlanta (GA) & Vicinity	5	$42,742	$36,056	$36,408	$39,520	$48,230	$55,951
Boston (MA) & Vicinity	13	$48,674	$36,552	$39,050	$50,000	$52,734	$69,199
Cincinnati (OH/KY/IN) & Vicinity	8	$39,950	$28,880	$31,750	$38,149	$47,700	$55,880
Cleveland (OH) & Vicinity	5	$35,649	$20,000	$24,725	$33,500	$46,834	$53,999
Dallas/Ft. Worth (TX) & Vicinity	13	$41,170	$25,920	$30,128	$43,000	$48,802	$57,599
Denver/Colorado Springs (CO) & Vicinity	6	$48,926	$39,078	$39,780	$50,626	$55,500	$57,771
Los Angeles/Long Beach/San Diego (CA) & Vicinity	43	$52,890	$33,400	$39,250	$43,500	$55,719	$86,679
Minneapolis/St. Paul (MN/WI) & Vicinity	6	$45,179	$29,571	$43,000	$47,880	$48,732	$54,823
Nassau/Suffolk Counties (NY)	11	$49,244	$26,400	$38,550	$44,500	$55,625	$78,475
Newark/Jersey City (NJ) & Vicinity	5	$45,092	$32,561	$35,890	$41,600	$50,725	$69,997
Philadelphia (PA/NJ) & Vicinity	6	$50,779	$35,120	$38,000	$49,250	$63,000	$69,636
Phoenix (AZ) & Vicinity	9	$43,906	$29,679	$36,265	$40,000	$52,191	$62,384
St. Louis (MO/IL) & Vicinity	13	$46,836	$28,760	$32,396	$[illegible],260	$47,250	$71,224
San Jose (CA) & Vicinity	10	$48,263	$33,652	$41,600	$[illegible],389	$51,792	$65,905
Seattle/Everett (WA) & Vicinity	20	$46,176	$32,999	$38,700	$47,425	$53,825	$58,650
Washington (DC/MD/VA) & Vicinity	7	$51,245	$33,400	$37,175	$48,500	$57,635	$79,700
Chemical, Pharmaceutical & Allied Products							
Chicago (IL) & Vicinity	17	$60,634	$28,898	$33,761	$44,240	$68,638	$143,995
Cincinnati (OH/KY/IN) & Vicinity	5	$44,460	$32,000	$32,600	$34,000	$57,875	$69,498
Cleveland (OH) & Vicinity	6	$39,672	$33,132	$34,320	$38,505	$40,100	$52,249
Detroit (MI) & Vicinity	8	$53,056	$41,740	$44,000	$47,625	$61,000	$75,600
Houston (TX) & Vicinity	29	$58,340	$35,280	$40,800	$51,600	$70,250	$84,177
Los Angeles/Long Beach/San Diego (CA) & Vicinity	5	$49,284	$42,000	$42,750	$43,380	$55,230	$66,598
Newark/Jersey City (NJ) & Vicinity	22	$55,799	$37,118	$45,000	$52,705	$64,000	$80,428
New Orleans (LA) & Vicinity	6	$62,170	$40,200	$42,000	$58,950	$74,000	$96,605
Philadelphia (PA/NJ) & Vicinity	24	$63,269	$33,600	$42,500	$59,505	$71,653	$107,189
Pittsburgh (PA) & Vicinity	6	$43,210	$37,385	$39,500	$42,883	$46,000	$50,359
St. Louis (MO/IL) & Vicinity	12	$55,621	$33,795	$41,350	$53,200	$65,600	$80,667
Tampa/St. Petersburg (FL) & Vicinity	6	$46,457	$39,437	$40,000	$45,160	$51,348	$57,064
Electrical & Electronic Equipment							
Atlanta (GA) & Vicinity	10	$57,337	$37,799	$45,000	$55,182	$67,000	$83,377
Boston (MA) & Vicinity	21	$62,451	$39,899	$48,944	$54,000	$68,825	$97,837
Chicago (IL) & Vicinity	30	$46,444	$36,560	$39,000	$43,022	$53,429	$63,750
Cincinnati (OH/KY/IN) & Vicinity	8	$39,465	$22,595	$29,752	$32,537	$53,223	$62,584
Cleveland (OH) & Vicinity	10	$56,607	$26,810	$30,000	$31,748	$36,250	$158,926
Dallas/Ft. Worth (TX) & Vicinity	30	$47,115	$27,390	$32,496	$39,850	$57,960	$78,937
Denver/Colorado Springs (CO) & Vicinity	6	$41,907	$36,808	$36,880	$40,780	$45,200	$50,419
Houston (TX) & Vicinity	7	$55,314	$30,759	$42,575	$55,000	$58,750	$92,556
Indianapolis (IN) & Vicinity	6	$43,601	$36,942	$38,900	$42,688	$48,606	$51,660
Los Angeles/Long Beach/San Diego (CA) & Vicinity	19	$48,266	$29,472	$35,920	$45,000	$55,458	$78,352
Milwaukee (WI) & Vicinity	8	$160,745	$41,376	$49,629	$57,350	$67,000	$650,400
Minneapolis/St. Paul (MN/WI) & Vicinity	13	$49,182	$39,716	$43,800	$45,000	$49,384	$70,739
Nassau/Suffolk Counties (NY)	7	$70,772	$35,914	$50,975	$60,684	$83,750	$120,676
Newark/Jersey City (NJ) & Vicinity	9	$62,825	$37,192	$40,267	$48,048	$74,975	$117,438
Philadelphia (PA/NJ) & Vicinity	22	$53,208	$38,573	$44,291	$49,500	$62,400	$75,540
Pittsburgh (PA) & Vicinity	23	$60,428	$35,478	$39,965	$46,600	$60,000	$124,053
St. Louis (MO/IL) & Vicinity	5	$40,220	$31,040	$32,060	$35,000	$46,565	$60,859
San Jose (CA) & Vicinity	19	$57,903	$41,500	$46,214	$56,400	$63,725	$83,699
Tampa/St. Petersburg (FL) & Vicinity	5	$47,249	$30,396	$35,663	$50,482	$56,757	$63,407
Washington (DC/MD/VA) & Vicinity	13	$49,260	$31,778	$35,212	$51,000	$59,304	$63,699
Fabricated Metal Products							
Atlanta (GA) & Vicinity	10	$49,938	$25,630	$31,044	$36,039	$78,000	$89,998
Baltimore (MD) & Vicinity	5	$43,217	$34,000	$38,575	$43,000	$48,989	$50,500
Boston (MA) & Vicinity	7	$56,237	$29,079	$36,915	$43,900	$82,800	$103,799
Chicago (IL) & Vicinity	22	$46,556	$29,550	$35,000	$43,010	$58,000	$72,900
Cincinnati (OH/KY/IN) & Vicinity	13	$57,794	$32,347	$34,150	$44,000	$58,116	$110,592
Cleveland (OH) & Vicinity	12	$47,192	$29,700	$31,150	$48,500	$63,000	$68,000
Detroit (MI) & Vicinity	8	$51,470	$36,450	$39,750	$53,281	$58,350	$68,800
Houston (TX) & Vicinity	8	$48,043	$30,195	$31,652	$38,660	$56,000	$91,200
Indianapolis (IN) & Vicinity	7	$45,978	$35,440	$38,550	$41,000	$49,512	$65,838
Kansas City (MO/KS) & Vicinity	8	$50,689	$32,945	$37,181	$40,975	$71,500	$75,000
Los Angeles/Long Beach/San Diego (CA) & Vicinity	5	$74,960	$38,200	$41,110	$58,520	$92,000	$169,990
Milwaukee (WI) & Vicinity	8	$44,515	$32,721	$38,060	$47,250	$50,500	$53,250
Minneapolis/St. Paul (MN/WI) & Vicinity	5	$53,925	$35,750	$42,328	$54,353	$62,750	$76,998
Newark/Jersey City (NJ) & Vicinity	7	$55,615	$41,868	$44,400	$48,000	$61,925	$83,381
New Orleans (LA) & Vicinity	5	$41,467	$31,500	$33,550	$36,600	$49,750	$57,999
Philadelphia (PA/NJ) & Vicinity	12	$45,380	$27,864	$31,750	$36,957	$44,461	$90,998
Pittsburgh (PA) & Vicinity	10	$46,062	$26,549	$34,000	$37,559	$45,000	$88,992
Food, Beverage & Tobacco Products							
Atlanta (GA) & Vicinity	7	$51,127	$36,466	$39,188	$48,000	$58,750	$72,158
Chicago (IL) & Vicinity	7	$51,280	$33,511	$43,500	$45,000	$57,865	$81,062
Dallas/Ft. Worth (TX) & Vicinity	6	$53,351	$36,000	$36,000	$42,750	$53,000	$103,937
Philadelphia (PA/NJ) & Vicinity	5	$57,599	$31,000	$35,384	$53,650	$74,875	$99,997
St. Louis (MO/IL) & Vicinity	11	$47,852	$30,432	$37,225	$44,000	$57,375	$65,599
Machinery (except electrical)							
Boston (MA) & Vicinity	5	$38,723	$27,375	$29,719	$39,312	$44,233	$56,178
Chicago (IL) & Vicinity	18	$48,803	$28,684	$34,000	$44,125	$65,000	$73,420
Cincinnati (OH/KY/IN) & Vicinity	5	$50,830	$26,700	$35,925	$46,248	$62,650	$87,997
Cleveland (OH) & Vicinity	6	$53,619	$39,202	$41,025	$51,245	$53,000	$82,877
Dallas/Ft. Worth (TX) & Vicinity	5	$66,456	$42,224	$42,302	$47,230	$87,875	$124,995
Detroit (MI) & Vicinity	5	$54,886	$25,000	$38,875	$48,330	$65,900	$104,595
Houston (TX) & Vicinity	6	$77,538	$44,599	$50,000	$50,613	$88,000	$172,591
Milwaukee (WI) & Vicinity	10	$40,430	$25,925	$30,000	$37,227	$45,000	$63,997
Minneapolis/St. Paul (MN/WI) & Vicinity	8	$61,534	$38,172	$48,200	$57,100	$75,250	$92,500
Newark/Jersey City (NJ) & Vicinity	9	$46,786	$34,600	$38,593	$44,200	$53,413	$61,640
Philadelphia (PA/NJ) & Vicinity	10	$45,039	$31,500	$39,485	$42,000	$51,000	$63,649

Continued

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Petroleum & Coal Products							
Chicago (IL) & Vicinity	7	$50,886	$31,319	$39,300	$46,000	$53,750	$85,396
Cleveland (OH) & Vicinity	5	$71,140	$28,700	$35,675	$57,000	$88,500	$170,989
Dallas/Ft. Worth (TX) & Vicinity	28	$82,128	$42,450	$54,250	$71,000	$93,418	$144,899
Denver/Colorado Springs (CO) & Vicinity	9	$57,388	$36,466	$39,325	$48,100	$71,824	$94,515
Houston (TX) & Vicinity	78	$69,789	$35,950	$45,360	$61,188	$77,000	$117,749
Los Angeles/Long Beach/San Diego (CA) & Vicinity	7	$56,495	$38,743	$47,450	$55,800	$62,891	$80,772
New Orleans (LA) & Vicinity	16	$53,193	$34,169	$42,646	$49,200	$68,220	$72,208
New York City (NY) - five boroughs	5	$98,720	$46,800	$61,200	$70,800	$127,500	$209,989
Philadelphia (PA/NJ) & Vicinity	6	$44,321	$31,899	$40,000	$44,964	$50,000	$54,500
Pittsburgh (PA) & Vicinity	13	$66,512	$35,939	$42,412	$46,400	$56,300	$109,976
St. Louis (MO/IL) & Vicinity	5	$48,054	$37,400	$40,946	$43,156	$54,191	$67,998
San Francisco/Oakland (CA) & Vicinity	5	$55,720	$48,600	$51,150	$52,000	$61,500	$65,999
Primary Metal Industries							
Chicago (IL) & Vicinity	8	$47,154	$32,949	$36,227	$43,250	$52,750	$73,700
Philadelphia (PA/NJ) & Vicinity	6	$58,854	$43,112	$47,500	$50,500	$67,000	$92,197
Pittsburgh (PA) & Vicinity	18	$51,219	$32,562	$40,000	$52,230	$60,000	$65,000
Rubber & Plastic Products							
Cleveland (OH) & Vicinity	9	$68,047	$36,400	$42,960	$60,000	$81,250	$124,895
Philadelphia (PA/NJ) & Vicinity	5	$48,735	$28,700	$33,748	$42,000	$59,362	$87,592
Stone, Clay, Glass & Concrete Products							
Atlanta (GA) & Vicinity	8	$48,499	$33,180	$35,100	$43,245	$58,250	$76,610
Detroit (MI) & Vicinity	5	$52,260	$35,000	$36,875	$38,000	$70,600	$84,998
Minneapolis/St. Paul (MN/WI) & Vicinity	5	$85,750	$40,750	$42,438	$50,000	$101,250	$239,982
Washington (DC/MD/VA) & Vicinity	6	$47,660	$32,520	$34,500	$41,380	$66,400	$69,640
Transportation Equipment							
Chicago (IL) & Vicinity	10	$42,260	$34,500	$36,700	$43,000	$48,000	$50,245
Cleveland (OH) & Vicinity	6	$34,058	$26,028	$30,790	$30,950	$36,160	$48,615
Detroit (MI) & Vicinity	60	$54,565	$34,758	$40,435	$48,160	$59,500	$70,385
Indianapolis (IN) & Vicinity	5	$59,935	$37,694	$47,403	$53,344	$66,500	$103,995
All Non-Manufacturing/Extractive Employers							
Atlanta (GA) & Vicinity	188	$56,217	$33,022	$40,202	$49,686	$60,000	$80,000
Baltimore (MD) & Vicinity	64	$47,267	$30,713	$37,241	$44,426	$57,184	$65,000
Boston (MA) & Vicinity	142	$55,102	$34,434	$40,000	$50,000	$63,600	$82,603
Chicago (IL) & Vicinity	390	$53,316	$30,639	$38,000	$47,350	$60,000	$82,856
Cincinnati (OH/KY/IN) & Vicinity	121	$51,339	$26,060	$33,575	$42,000	$56,910	$92,000
Cleveland (OH) & Vicinity	106	$51,164	$30,000	$37,104	$45,000	$59,400	$75,000
Dallas/Ft. Worth (TX) & Vicinity	273	$60,266	$33,420	$40,965	$50,260	$65,070	$102,400
Denver/Colorado Springs (CO) & Vicinity	157	$51,095	$32,000	$37,335	$46,000	$56,577	$70,000
Detroit (MI) & Vicinity	153	$55,396	$34,968	$40,000	$50,600	$62,525	$84,080
Houston (TX) & Vicinity	323	$62,792	$35,800	$41,050	$53,800	$68,375	$101,000
Indianapolis (IN) & Vicinity	61	$52,039	$28,400	$34,473	$44,250	$57,375	$93,279
Kansas City (MO/KS) & Vicinity	235	$50,482	$30,960	$35,639	$44,150	$57,030	$74,500
Los Angeles/Long Beach/San Diego (CA) & Vicinity	126	$61,450	$36,698	$42,144	$52,250	$68,500	$82,980
Miami (FL) & Vicinity	181	$56,649	$33,360	$40,800	$50,940	$64,300	$84,200
Milwaukee (WI) & Vicinity	118	$50,802	$31,691	$36,500	$44,836	$56,000	$85,049
Minneapolis/St. Paul (MN/WI) & Vicinity	150	$50,913	$32,119	$37,477	$45,000	$54,000	$75,500
Nassau/Suffolk Counties (NY)	73	$56,196	$33,362	$37,537	$45,800	$61,000	$77,600
Newark/Jersey City (NJ) & Vicinity	179	$57,293	$35,292	$40,000	$49,600	$67,163	$91,540
New Orleans (LA) & Vicinity	92	$57,208	$33,960	$40,000	$47,075	$62,761	$89,299
New York City (NY) - five boroughs	243	$62,040	$35,344	$41,775	$53,000	$67,963	$90,000
Philadelphia (PA/NJ) & Vicinity	237	$56,669	$28,889	$37,000	$47,840	$60,000	$85,000
Phoenix (AZ) & Vicinity	72	$55,456	$34,382	$39,585	$47,205	$62,904	$80,000
Pittsburgh (PA) & Vicinity	154	$49,325	$25,882	$35,000	$44,905	$58,000	$80,000
St. Louis (MO/IL) & Vicinity	189	$50,636	$29,760	$35,490	$43,000	$54,850	$77,480
San Francisco/Oakland (CA) & Vicinity	103	$64,468	$36,363	$43,509	$55,000	$75,427	$110,200
San Jose (CA) & Vicinity	49	$61,425	$33,380	$40,006	$54,820	$66,413	$105,600
Seattle/Everett (WA) & Vicinity	70	$56,811	$29,950	$37,800	$45,280	$61,812	$101,000
Tampa/St. Petersburg (FL) & Vicinity	152	$50,112	$29,176	$35,000	$44,139	$55,500	$70,127
Washington (DC/MD/VA) & Vicinity	309	$55,279	$32,466	$40,401	$50,000	$63,970	$77,600
Colleges & Universities							
Atlanta (GA) & Vicinity	8	$63,256	$38,698	$53,775	$63,000	$75,500	$85,800
Boston (MA) & Vicinity	8	$66,798	$40,122	$53,100	$65,445	$85,700	$88,920
Chicago (IL) & Vicinity	7	$50,996	$31,315	$37,063	$50,580	$65,000	$70,799
Cleveland (OH) & Vicinity	6	$64,647	$47,059	$47,500	$51,935	$65,500	$118,144
Dallas/Ft. Worth (TX) & Vicinity	5	$53,547	$25,000	$43,600	$54,000	$66,200	$75,999
Denver/Colorado Springs (CO) & Vicinity	6	$49,861	$31,882	$42,000	$45,775	$48,108	$82,882
Detroit (MI) & Vicinity	13	$51,210	$39,405	$40,833	$44,400	$63,125	$70,186
Houston (TX) & Vicinity	14	$64,023	$46,974	$48,000	$53,825	$79,763	$94,567
Kansas City (MO/KS) & Vicinity	8	$48,695	$33,670	$34,650	$50,900	$57,030	$67,718
Los Angeles/Long Beach/San Diego (CA) & Vicinity	6	$47,973	$41,114	$42,144	$48,061	$52,000	$56,113
Milwaukee (WI) & Vicinity	7	$54,343	$42,400	$45,000	$49,000	$53,150	$85,396
Minneapolis/St. Paul (MN/WI) & Vicinity	5	$45,144	$32,300	$34,325	$40,000	$53,785	$70,058
New York City (NY) - five boroughs	7	$53,551	$35,598	$50,036	$50,166	$51,708	$82,425
Philadelphia (PA/NJ) & Vicinity	12	$50,547	$29,943	$35,050	$47,500	$67,500	$76,780
Pittsburgh (PA) & Vicinity	6	$37,600	$24,400	$28,000	$36,900	$45,800	$53,179
San Jose (CA) & Vicinity	6	$50,328	$40,800	$40,800	$49,436	$55,112	$65,256
Communications Services (radio, TV, telephone & telegraph)							
Atlanta (GA) & Vicinity	11	$59,163	$41,900	$43,180	$46,100	$71,250	$97,570
Chicago (IL) & Vicinity	8	$60,456	$35,099	$44,038	$54,430	$70,856	$103,064
Dallas/Ft. Worth (TX) & Vicinity	10	$45,592	$33,036	$36,025	$46,650	$53,400	$58,450
Kansas City (MO/KS) & Vicinity	7	$49,335	$35,180	$36,075	$39,025	$66,400	$80,675
Miami (FL) & Vicinity	6	$43,033	$31,680	$33,300	$39,550	$55,400	$58,550
Newark/Jersey City (NJ) & Vicinity	10	$60,390	$41,800	$46,200	$57,000	$65,500	$92,747
New York City (NY) - five boroughs	7	$70,472	$50,840	$52,876	$60,000	$70,750	$119,794
Philadelphia (PA/NJ) & Vicinity	8	$65,113	$43,490	$47,400	$54,600	$84,450	$99,440

Continued

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
St. Louis (MO/IL) & Vicinity	13	$64,329	$43,536	$46,675	$51,800	$74,325	$98,191
Washington (DC/MD/VA) & Vicinity	6	$63,367	$40,400	$44,000	$53,350	$84,500	$102,948
Construction & Real Estate Development							
Atlanta (GA) & Vicinity	15	$86,237	$34,000	$44,390	$56,000	$87,000	$199,999
Baltimore (MD) & Vicinity	6	$59,833	$35,399	$48,000	$54,500	$78,000	$88,799
Boston (MA) & Vicinity	13	$59,605	$32,923	$40,160	$61,000	$70,000	$96,197
Chicago (IL) & Vicinity	31	$61,983	$32,400	$40,040	$51,800	$73,750	$107,678
Cincinnati (OH/KY/IN) & Vicinity	13	$68,924	$29,030	$33,901	$50,000	$85,110	$121,587
Cleveland (OH) & Vicinity	14	$53,063	$38,448	$42,380	$46,750	$60,000	$77,498
Dallas/Ft. Worth (TX) & Vicinity	16	$65,754	$37,616	$39,552	$53,645	$80,840	$105,620
Denver/Colorado Springs (CO) & Vicinity	7	$63,299	$27,220	$34,673	$50,000	$53,000	$158,787
Detroit (MI) & Vicinity	10	$66,766	$40,039	$54,480	$60,000	$85,000	$103,247
Houston (TX) & Vicinity	19	$67,569	$32,879	$47,351	$53,400	$68,125	$118,999
Indianapolis (IN) & Vicinity	6	$50,395	$28,233	$34,840	$44,726	$63,600	$84,658
Kansas City (MO/KS) & Vicinity	9	$53,871	$30,822	$42,863	$48,500	$64,330	$84,925
Los Angeles/Long Beach/San Diego (CA) & Vicinity	11	$94,406	$38,828	$45,750	$60,000	$78,750	$229,763
Miami (FL) & Vicinity	13	$60,673	$33,600	$41,500	$48,500	$81,000	$100,397
Milwaukee (WI) & Vicinity	5	$49,176	$30,000	$33,300	$44,000	$58,110	$89,996
Minneapolis/St. Paul (MN/WI) & Vicinity	13	$55,465	$37,235	$39,824	$42,000	$50,000	$96,990
Nassau/Suffolk Counties (NY)	8	$41,092	$24,953	$33,500	$36,300	$46,300	$66,500
Newark/Jersey City (NJ) & Vicinity	25	$72,850	$37,000	$43,000	$60,750	$92,175	$129,999
New Orleans (LA) & Vicinity	5	$94,870	$40,000	$48,700	$105,000	$138,313	$140,000
New York City (NY) - five boroughs	20	$71,532	$45,980	$55,650	$62,900	$90,000	$112,999
Philadelphia (PA/NJ) & Vicinity	17	$73,059	$31,055	$36,750	$50,000	$66,000	$181,627
Phoenix (AZ) & Vicinity	7	$68,068	$41,680	$46,775	$68,600	$90,750	$102,300
Pittsburgh (PA) & Vicinity	17	$55,806	$31,880	$37,000	$47,500	$55,500	$77,767
St. Louis (MO/IL) & Vicinity	19	$51,807	$31,240	$40,127	$46,000	$52,988	$80,999
San Francisco/Oakland (CA) & Vicinity	13	$66,720	$43,479	$52,135	$56,700	$82,500	$103,279
Tampa/St. Petersburg (FL) & Vicinity	15	$71,633	$39,499	$42,250	$50,000	$52,000	$129,995
Washington (DC/MD/VA) & Vicinity	7	$61,843	$40,519	$48,975	$52,300	$64,550	$109,475
Engineering Services							
Atlanta (GA) & Vicinity	36	$52,516	$33,473	$40,100	$48,975	$52,150	$66,350
Baltimore (MD) & Vicinity	8	$60,390	$37,590	$42,975	$60,599	$77,000	$83,553
Boston (MA) & Vicinity	47	$54,794	$34,892	$41,115	$49,000	$66,075	$88,314
Chicago (IL) & Vicinity	93	$51,335	$29,959	$36,000	$44,500	$55,875	$79,440
Cincinnati (OH/KY/IN) & Vicinity	15	$42,007	$25,000	$30,105	$45,760	$54,900	$59,600
Cleveland (OH) & Vicinity	19	$60,036	$35,872	$37,825	$48,840	$68,200	$115,000
Dallas/Ft. Worth (TX) & Vicinity	48	$63,363	$34,524	$44,100	$57,400	$73,500	$104,898
Denver/Colorado Springs (CO) & Vicinity	37	$53,810	$32,110	$39,612	$46,440	$58,875	$79,799
Detroit (MI) & Vicinity	36	$58,683	$34,296	$41,300	$54,250	$68,257	$90,000
Houston (TX) & Vicinity	95	$55,978	$36,300	$40,475	$54,000	$64,425	$83,000
Indianapolis (IN) & Vicinity	9	$48,612	$29,100	$31,688	$40,000	$54,750	$95,395
Kansas City (MO/KS) & Vicinity	59	$50,014	$31,280	$37,662	$45,936	$57,825	$72,664
Los Angeles/Long Beach/San Diego (CA) & Vicinity	33	$61,183	$41,712	$49,025	$60,000	$69,375	$81,599
Miami (FL) & Vicinity	16	$50,250	$27,664	$34,388	$44,000	$66,500	$73,579
Milwaukee (WI) & Vicinity	19	$52,654	$29,820	$34,350	$41,580	$58,400	$93,080
Minneapolis/St. Paul (MN/WI) & Vicinity	23	$59,854	$30,989	$32,500	$47,400	$60,800	$89,264
Nassau/Suffolk Counties (NY)	11	$68,410	$33,887	$36,725	$56,000	$64,360	$154,395
Newark/Jersey City (NJ) & Vicinity	38	$56,428	$33,320	$40,000	$50,750	$66,000	$87,499
New Orleans (LA) & Vicinity	20	$46,528	$31,349	$37,400	$43,200	$53,594	$68,762
New York City (NY) - five boroughs	73	$63,638	$37,828	$44,988	$55,000	$70,000	$86,000
Philadelphia (PA/NJ) & Vicinity	53	$53,571	$26,641	$36,475	$47,190	$55,060	$86,000
Phoenix (AZ) & Vicinity	11	$48,345	$34,199	$41,500	$49,500	$55,225	$61,200
Pittsburgh (PA) & Vicinity	50	$42,952	$24,755	$33,310	$40,688	$51,000	$59,850
St. Louis (MO/IL) & Vicinity	28	$49,496	$27,800	$33,150	$47,000	$55,873	$74,545
San Francisco/Oakland (CA) & Vicinity	24	$65,240	$39,656	$50,350	$59,457	$73,000	$93,179
San Jose (CA) & Vicinity	11	$61,216	$33,219	$38,930	$46,000	$58,925	$123,886
Seattle/Everett (WA) & Vicinity	13	$59,915	$29,320	$34,875	$42,000	$85,800	$109,398
Tampa/St. Petersburg (FL) & Vicinity	23	$40,743	$23,692	$29,140	$40,900	$48,355	$65,900
Washington (DC/MD/VA) & Vicinity	63	$60,647	$34,549	$40,140	$54,650	$62,419	$85,171
Government - Federal							
Atlanta (GA) & Vicinity	9	$47,191	$35,903	$38,064	$46,602	$51,018	$66,448
Baltimore (MD) & Vicinity	9	$46,076	$34,980	$40,200	$45,286	$52,439	$58,947
Chicago (IL) & Vicinity	8	$39,319	$33,766	$34,740	$36,153	$44,308	$49,329
Cincinnati (OH/KY/IN) & Vicinity	13	$41,093	$22,216	$30,417	$42,000	$49,407	$54,645
Dallas/Ft. Worth (TX) & Vicinity	15	$46,988	$34,619	$37,580	$43,112	$55,250	$71,899
Denver/Colorado Springs (CO) & Vicinity	15	$44,009	$34,780	$39,415	$45,000	$51,288	$52,400
Houston (TX) & Vicinity	6	$47,936	$26,478	$42,498	$48,008	$58,000	$65,559
Kansas City (MO/KS) & Vicinity	9	$42,240	$31,587	$37,410	$39,711	$47,703	$54,706
Los Angeles/Long Beach/San Diego (CA) & Vicinity	11	$38,346	$24,948	$30,250	$36,657	$46,595	$53,835
New York City (NY) - five boroughs	8	$49,153	$35,821	$41,200	$43,832	$57,663	$71,761
Philadelphia (PA/NJ) & Vicinity	16	$39,685	$28,124	$32,747	$39,175	$46,258	$48,527
Pittsburgh (PA) & Vicinity	6	$34,872	$25,098	$25,980	$35,024	$43,392	$44,668
St. Louis (MO/IL) & Vicinity	8	$38,666	$24,474	$33,603	$38,824	$43,801	$52,450
San Francisco/Oakland (CA) & Vicinity	7	$42,010	$33,720	$35,401	$42,108	$47,739	$53,000
San Jose (CA) & Vicinity	5	$42,502	$32,500	$37,187	$39,664	$45,460	$61,476
Seattle/Everett (WA) & Vicinity	6	$42,355	$35,445	$39,455	$41,339	$47,000	$49,700
Washington (DC/MD/VA) & Vicinity	108	$51,306	$35,035	$43,422	$50,000	$62,120	$66,400
Government - State							
Chicago (IL) & Vicinity	7	$38,254	$31,668	$33,795	$36,000	$43,350	$47,400
Cincinnati (OH/KY/IN) & Vicinity	11	$34,537	$21,034	$24,087	$37,000	$40,248	$51,014
Denver/Colorado Springs (CO) & Vicinity	8	$43,418	$28,439	$36,500	$43,500	$53,832	$54,480
Kansas City (MO/KS) & Vicinity	11	$36,642	$30,400	$31,561	$34,000	$41,814	$45,109
Miami (FL) & Vicinity	5	$43,517	$22,197	$37,874	$47,562	$51,637	$53,812
Minneapolis/St. Paul (MN/WI) & Vicinity	23	$41,811	$24,772	$35,517	$43,000	$50,075	$53,579
New York City (NY) - five boroughs	15	$48,159	$37,800	$38,775	$44,000	$57,661	$72,999
Phoenix (AZ) & Vicinity	7	$37,180	$30,020	$32,535	$36,393	$40,542	$45,727
St. Louis (MO/IL) & Vicinity	8	$29,499	$20,925	$22,658	$29,512	$35,965	$38,235
Government - Local (cities, counties, etc.)							
Atlanta (GA) & Vicinity	7	$32,642	$27,520	$28,000	$31,294	$35,725	$41,519
Chicago (IL) & Vicinity	53	$42,706	$28,073	$34,712	$42,800	$47,425	$56,065
Cincinnati (OH/KY/IN) & Vicinity	10	$39,105	$25,580	$26,100	$35,300	$50,385	$56,499

Continued

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Cleveland (OH) & Vicinity	11	$39,394	$22,241	$35,361	$39,900	$45,750	$53,399
Dallas/Ft. Worth (TX) & Vicinity	19	$42,852	$26,471	$39,726	$44,000	$50,470	$52,513
Denver/Colorado Springs (CO) & Vicinity	8	$45,032	$33,232	$35,552	$40,550	$55,700	$63,056
Detroit (MI) & Vicinity	16	$40,987	$30,010	$36,787	$40,100	$47,304	$51,540
Houston (TX) & Vicinity	16	$46,571	$34,518	$36,279	$40,000	$56,422	$66,542
Kansas City (MO/KS) & Vicinity	21	$41,285	$29,056	$32,250	$37,450	$50,445	$59,280
Los Angeles/Long Beach/San Diego (CA) & Vicinity	11	$47,683	$35,492	$38,644	$47,000	$50,193	$67,799
Miami (FL) & Vicinity	8	$47,589	$33,730	$36,908	$48,248	$56,500	$62,200
Milwaukee (WI) & Vicinity	22	$42,675	$30,589	$35,770	$42,500	$48,000	$52,207
Minneapolis/St. Paul (MN/WI) & Vicinity	23	$44,600	$33,681	$35,541	$42,300	$49,908	$62,172
Nassau/Suffolk Counties (NY)	11	$45,672	$36,173	$40,747	$43,500	$52,359	$57,257
Newark/Jersey City (NJ) & Vicinity	21	$44,868	$32,024	$39,000	$43,800	$52,727	$57,100
New Orleans (LA) & Vicinity	5	$38,322	$32,853	$35,213	$39,420	$41,334	$42,336
New York City (NY) - five boroughs	19	$44,864	$30,492	$36,500	$41,500	$49,750	$65,598
Philadelphia (PA/NJ) & Vicinity	12	$40,869	$28,702	$33,000	$40,794	$48,357	$53,520
Phoenix (AZ) & Vicinity	7	$47,159	$35,775	$37,505	$45,000	$54,643	$64,999
St. Louis (MO/IL) & Vicinity	18	$38,938	$29,720	$31,000	$37,690	$42,700	$52,584
San Francisco/Oakland (CA) & Vicinity	14	$44,409	$29,098	$33,000	$42,656	$52,000	$57,614
Tampa/St. Petersburg (FL) & Vicinity	13	$36,455	$23,783	$30,785	$35,740	$44,459	$47,458
Washington (DC/MD/VA) & Vicinity	12	$45,075	$29,845	$37,500	$43,021	$53,050	$65,323
Private Practice							
Atlanta (GA) & Vicinity	57	$59,094	$32,727	$43,475	$50,000	$65,000	$89,388
Baltimore (MD) & Vicinity	25	$42,102	$27,999	$31,523	$40,240	$51,750	$60,000
Boston (MA) & Vicinity	41	$56,702	$38,800	$41,400	$54,600	$64,300	$79,200
Chicago (IL) & Vicinity	119	$58,761	$31,011	$42,050	$52,340	$71,500	$89,200
Cincinnati (OH/KY/IN) & Vicinity	37	$63,780	$32,200	$35,750	$52,260	$86,775	$124,920
Cleveland (OH) & Vicinity	34	$50,051	$30,000	$37,900	$43,378	$63,000	$75,450
Dallas/Ft. Worth (TX) & Vicinity	85	$75,289	$35,000	$46,188	$60,000	$90,000	$138,000
Denver/Colorado Springs (CO) & Vicinity	56	$50,841	$29,750	$35,800	$43,800	$59,159	$70,000
Detroit (MI) & Vicinity	44	$56,491	$34,788	$39,500	$52,250	$64,931	$84,920
Houston (TX) & Vicinity	98	$73,908	$34,160	$43,200	$55,000	$79,000	$127,251
Indianapolis (IN) & Vicinity	15	$51,301	$27,375	$31,825	$44,250	$54,113	$101,000
Kansas City (MO/KS) & Vicinity	81	$52,613	$30,396	$35,075	$45,360	$61,540	$81,240
Los Angeles/Long Beach/San Diego (CA) & Vicinity	38	$70,496	$39,825	$42,900	$60,350	$78,175	$114,700
Miami (FL) & Vicinity	75	$61,277	$35,000	$40,250	$50,000	$66,275	$105,000
Milwaukee (WI) & Vicinity	35	$57,033	$32,150	$34,900	$47,000	$68,150	$109,999
Minneapolis/St. Paul (MN/WI) & Vicinity	31	$53,971	$29,099	$36,231	$50,000	$63,750	$85,499
Nassau/Suffolk Counties (NY)	28	$63,430	$30,550	$39,000	$46,500	$72,500	$112,996
Newark/Jersey City (NJ) & Vicinity	46	$58,986	$36,649	$40,000	$48,675	$72,800	$94,399
New Orleans (LA) & Vicinity	30	$60,808	$34,875	$40,000	$49,000	$68,000	$91,499
New York City (NY) - five boroughs	48	$68,969	$33,540	$42,950	$56,665	$77,750	$121,999
Philadelphia (PA/NJ) & Vicinity	66	$63,974	$27,260	$38,000	$50,250	$69,000	$108,060
Phoenix (AZ) & Vicinity	24	$64,672	$31,580	$40,000	$51,800	$70,700	$115,495
Pittsburgh (PA) & Vicinity	46	$57,886	$27,811	$36,000	$53,000	$75,129	$99,199
St. Louis (MO/IL) & Vicinity	48	$55,919	$28,476	$35,250	$50,000	$60,500	$86,299
San Francisco/Oakland (CA) & Vicinity	28	$78,170	$42,150	$47,900	$64,675	$98,200	$132,800
San Jose (CA) & Vicinity	16	$75,193	$35,509	$51,075	$64,215	$105,500	$118,608
Seattle/Everett (WA) & Vicinity	32	$58,084	$28,703	$37,502	$47,370	$58,500	$104,399
Tampa/St. Petersburg (FL) & Vicinity	63	$55,797	$31,905	$36,975	$51,792	$58,000	$90,300
Washington (DC/MD/VA) & Vicinity	65	$56,563	$30,000	$37,775	$47,000	$68,800	$92,227
Research Organizations & Laboratories							
Boston (MA) & Vicinity	6	$72,467	$32,129	$40,500	$57,250	$63,600	$172,848
Chicago (IL) & Vicinity	14	$57,385	$32,375	$46,010	$49,170	$70,000	$82,047
San Jose (CA) & Vicinity	5	$65,280	$42,360	$49,515	$70,900	$78,810	$84,239
Washington (DC/MD/VA) & Vicinity	9	$71,209	$43,800	$48,375	$60,500	$84,875	$123,795
Transportation Services							
Chicago (IL) & Vicinity	6	$45,925	$38,622	$40,620	$44,016	$52,400	$55,730
New York City (NY) - five boroughs	10	$76,075	$38,500	$41,000	$54,000	$67,000	$180,856
Washington (DC/MD/VA) & Vicinity	7	$59,352	$43,018	$51,196	$56,608	$70,465	$74,700
Utilities - Electric							
Atlanta (GA) & Vicinity	24	$49,565	$33,965	$41,102	$50,760	$57,000	$62,599
Chicago (IL) & Vicinity	10	$51,085	$38,349	$42,000	$51,550	$61,396	$62,805
Cincinnati (OH/KY/IN) & Vicinity	5	$40,116	$33,600	$36,843	$39,800	$43,082	$47,717
Cleveland (OH) & Vicinity	10	$46,595	$33,290	$35,725	$47,420	$55,200	$61,499
Dallas/Ft. Worth (TX) & Vicinity	49	$49,171	$36,624	$40,620	$45,060	$53,900	$64,848
Denver/Colorado Springs (CO) & Vicinity	7	$60,710	$39,559	$49,459	$56,808	$67,776	$94,157
Detroit (MI) & Vicinity	10	$51,888	$35,282	$42,328	$52,530	$60,248	$68,650
Houston (TX) & Vicinity	16	$63,353	$40,020	$42,450	$45,600	$65,665	$104,273
Indianapolis (IN) & Vicinity	9	$57,418	$39,159	$44,500	$52,848	$67,747	$87,080
Kansas City (MO/KS) & Vicinity	13	$51,413	$34,620	$37,260	$45,000	$57,150	$85,797
Miami (FL) & Vicinity	47	$57,305	$38,225	$47,400	$54,168	$68,025	$82,021
Milwaukee (WI) & Vicinity	9	$48,449	$34,800	$37,035	$46,260	$52,625	$69,798
Minneapolis/St. Paul (MN/WI) & Vicinity	16	$56,314	$41,796	$43,592	$46,770	$68,000	$86,669
Newark/Jersey City (NJ) & Vicinity	6	$48,657	$38,685	$40,000	$47,750	$55,900	$61,389
New Orleans (LA) & Vicinity	12	$66,522	$39,229	$49,822	$61,000	$63,511	$125,798
New York City (NY) - five boroughs	5	$59,520	$39,800	$39,856	$42,000	$69,444	$124,993
Philadelphia (PA/NJ) & Vicinity	23	$53,923	$40,600	$48,855	$53,100	$59,185	$70,088
Phoenix (AZ) & Vicinity	6	$57,542	$40,500	$45,000	$57,625	$65,000	$78,499
Pittsburgh (PA) & Vicinity	10	$54,681	$34,349	$37,510	$55,500	$67,698	$74,799
St. Louis (MO/IL) & Vicinity	28	$49,659	$32,510	$38,000	$40,467	$46,850	$55,159
Seattle/Everett (WA) & Vicinity	5	$62,261	$44,000	$57,275	$64,105	$68,125	$75,999
Tampa/St. Petersburg (FL) & Vicinity	24	$42,956	$30,090	$33,565	$38,674	$50,125	$65,247
Washington (DC/MD/VA) & Vicinity	10	$42,146	$29,037	$32,000	$42,500	$53,800	$55,450
Utilities - Gas							
Atlanta (GA) & Vicinity	7	$50,200	$25,799	$36,700	$43,000	$57,550	$95,356
Chicago (IL) & Vicinity	5	$49,546	$45,000	$45,450	$46,384	$53,187	$59,747
Houston (TX) & Vicinity	8	$50,112	$31,422	$35,130	$40,850	$56,650	$90,600
New York City (NY) - five boroughs	10	$56,705	$34,400	$40,000	$50,700	$61,600	$95,495
Pittsburgh (PA) & Vicinity	6	$46,976	$41,612	$42,228	$46,443	$51,200	$53,720

Continued

Industry or Service of Employer and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Utilities - Pipelines							
Houston (TX) & Vicinity	22	$64,373	$36,708	$51,000	$58,990	$67,000	$108,839
Utilities - Other or Mixed							
Chicago (IL) & Vicinity	10	$47,672	$36,999	$40,440	$48,000	$52,600	$59,630
Kansas City (MO/KS) & Vicinity	5	$53,161	$36,705	$37,976	$42,700	$72,500	$76,999
Nassau/Suffolk Counties (NY)	6	$51,900	$34,618	$45,800	$49,600	$64,800	$67,878
Newark/Jersey City (NJ) & Vicinity	8	$62,338	$42,539	$48,700	$57,500	$71,050	$94,250
New York City (NY) - five boroughs	7	$59,057	$35,179	$45,050	$53,700	$79,500	$87,840
Philadelphia (PA/NJ) & Vicinity	9	$48,337	$32,539	$39,225	$46,100	$57,025	$68,979
St. Louis (MO/IL) & Vicinity	11	$56,751	$33,400	$35,695	$41,000	$81,500	$101,658
Major Branch of Engineering and Job Function							
Civil (General)							
Construction Supervision (may include some design)	445	$44,180	$26,500	$32,000	$39,217	$48,000	$60,750
Design	816	$39,617	$25,532	$30,434	$36,000	$43,200	$53,920
Executive/Administrative	1,966	$59,058	$35,129	$40,900	$50,000	$65,000	$90,974
Production, Quality Control, Maintenance, etc	77	$40,995	$29,694	$33,044	$38,340	$46,450	$58,482
Project Study & Analysis	198	$41,532	$28,000	$32,155	$38,350	$45,000	$55,982
Research & Development	30	$46,721	$33,450	$35,000	$43,100	$51,894	$68,750
Sales/Marketing	79	$48,148	$33,160	$39,250	$47,133	$56,024	$63,123
Teaching/Training	60	$44,007	$26,710	$34,500	$44,000	$51,900	$59,929
Civil (primarily Structural)							
Construction Supervision (may include some design)	56	$42,994	$26,283	$34,130	$41,662	$49,900	$66,600
Design	439	$41,055	$26,000	$31,000	$36,600	$46,575	$60,000
Executive/Administrative	379	$67,185	$39,970	$48,000	$60,000	$75,739	$107,800
Production, Quality Control, Maintenance, etc	17	$46,018	$32,839	$36,725	$41,904	$51,550	$59,688
Project Study & Analysis	32	$46,929	$30,600	$34,388	$41,799	$48,500	$60,449
Research & Development	20	$47,402	$30,342	$40,026	$46,000	$55,220	$66,100
Sales/Marketing	18	$46,918	$30,828	$35,000	$40,610	$60,400	$64,630
Teaching/Training	35	$44,036	$26,500	$35,231	$44,000	$51,051	$60,099
Civil (primarily Surveying)							
Construction Supervision (may include some design)	21	$34,325	$24,930	$26,850	$32,323	$39,000	$50,500
Design	14	$43,990	$26,545	$28,000	$35,450	$54,000	$66,445
Executive/Administrative	54	$56,381	$27,850	$35,000	$48,250	$60,260	$90,222
Cost/Value							
Executive/Administrative	14	$55,818	$44,109	$47,980	$51,704	$67,000	$72,201
Project Study & Analysis	28	$40,893	$31,450	$34,620	$39,450	$47,785	$54,232
Electrical & Electronic							
Construction Supervision (may include some design)	117	$44,741	$31,700	$37,150	$42,000	$49,625	$62,656
Design	554	$44,708	$31,036	$36,007	$42,000	$50,000	$60,000
Executive/Administrative	724	$65,838	$41,000	$47,804	$57,300	$70,990	$99,910
Production, Quality Control, Maintenance, etc	137	$42,450	$28,104	$32,575	$41,100	$48,000	$57,225
Project Study & Analysis	191	$47,996	$31,420	$38,126	$43,500	$52,060	$60,850
Research & Development	119	$49,909	$30,717	$39,084	$49,400	$57,000	$67,917
Sales/Marketing	92	$54,279	$33,000	$39,220	$48,000	$58,905	$78,300
Teaching/Training	50	$45,364	$30,000	$36,025	$44,100	$51,250	$61,000
Industrial							
Design	16	$39,053	$28,660	$31,772	$38,900	$46,200	$50,622
Executive/Administrative	92	$63,377	$36,000	$44,493	$55,000	$71,800	$96,500
Production, Quality Control, Maintenance, etc	23	$41,698	$31,717	$34,350	$39,600	$49,200	$55,280
Project Study & Analysis	47	$38,175	$25,804	$29,167	$36,600	$46,286	$54,624
Sales/Marketing	7	$42,371	$30,800	$34,455	$39,700	$47,650	$63,182
Teaching/Training	12	$53,009	$31,485	$43,333	$52,213	$61,000	$72,742
Manufacturing							
Design	14	$37,548	$25,438	$28,000	$35,941	$41,700	$56,899
Executive/Administrative	46	$75,308	$37,850	$46,354	$60,342	$81,535	$133,555
Production, Quality Control, Maintenance, etc	54	$41,213	$27,971	$32,500	$38,400	$48,000	$56,500
Project Study & Analysis	9	$44,077	$30,697	$35,343	$43,680	$51,057	$56,032
Research & Development	9	$46,953	$36,280	$38,560	$45,500	$53,700	$59,759
Sales/Marketing	7	$44,886	$26,000	$31,125	$44,000	$47,050	$80,396
Mechanical							
Construction Supervision (may include some design)	111	$46,160	$33,776	$39,000	$43,921	$49,875	$61,600
Design	608	$44,553	$30,000	$34,900	$41,232	$50,000	$60,805
Executive/Administrative	772	$69,243	$40,000	$47,486	$59,479	$79,500	$105,000
Production, Quality Control, Maintenance, etc	195	$43,299	$31,080	$34,994	$41,000	$48,900	$57,350
Project Study & Analysis	192	$45,717	$31,999	$36,565	$44,825	$50,480	$60,000
Research & Development	151	$48,340	$33,864	$37,822	$45,350	$56,725	$69,200
Sales/Marketing	103	$49,927	$32,812	$39,700	$45,000	$59,311	$73,004
Teaching/Training	49	$43,611	$30,391	$34,543	$41,000	$50,362	$61,200
Metallurgical & Materials							
Executive/Administrative	17	$77,439	$46,400	$53,194	$63,000	$87,250	$137,799
Production, Quality Control, Maintenance, etc	12	$41,602	$26,002	$28,650	$41,918	$51,000	$63,750
Project Study & Analysis	5	$41,126	$30,100	$33,025	$42,132	$47,050	$54,999
Research & Development	16	$41,946	$28,104	$32,889	$41,570	$49,000	$51,350
Teaching/Training	5	$64,940	$38,000	$53,000	$67,500	$75,900	$89,998

Continued

Major Branch of Engineering and Job Function

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Nuclear							
Design	13	$47,418	$31,200	$37,797	$42,060	$50,460	$72,677
Executive/Administrative	27	$64,212	$40,215	$55,250	$64,000	$71,318	$91,299
Production, Quality Control, Maintenance, etc.	20	$41,859	$27,534	$35,336	$44,750	$48,534	$52,308
Project Study & Analysis	20	$49,038	$37,871	$40,975	$44,600	$55,065	$64,750
Research & Development	10	$51,913	$37,300	$41,880	$49,895	$54,000	$76,938
Teaching/Training	5	$53,500	$29,964	$46,491	$55,435	$63,575	$67,999
Petroleum & Mining							
Construction Supervision (may include some design)	10	$52,640	$24,450	$33,000	$48,350	$66,000	$92,397
Design	14	$45,754	$34,751	$37,000	$43,510	$52,000	$60,979
Executive/Administrative	135	$83,085	$44,486	$53,060	$69,000	$101,950	$135,000
Production, Quality Control, Maintenance, etc.	31	$51,459	$35,067	$37,194	$48,100	$59,299	$76,188
Project Study & Analysis	39	$46,541	$29,400	$35,828	$40,900	$49,825	$71,776
Research & Development	7	$55,667	$35,114	$41,455	$47,623	$72,000	$92,798
Teaching/Training	6	$43,370	$22,434	$24,545	$42,005	$49,464	$76,943
Safety							
Executive/Administrative	17	$49,222	$34,600	$38,700	$42,000	$51,812	$81,166
Project Study & Analysis	6	$64,916	$25,757	$31,250	$44,000	$46,100	$183,695
Sanitary, Environmental & Pollution Control							
Construction Supervision (may include some design)	22	$41,669	$28,848	$34,320	$40,000	$45,676	$59,243
Design	151	$42,175	$27,024	$32,575	$37,888	$45,695	$57,521
Executive/Administrative	257	$59,153	$34,002	$40,776	$50,750	$68,050	$92,860
Production, Quality Control, Maintenance, etc.	16	$42,621	$30,007	$31,600	$39,450	$44,430	$69,908
Project Study & Analysis	69	$39,261	$26,368	$32,562	$38,000	$44,500	$50,351
Research & Development	7	$42,547	$32,130	$38,375	$40,000	$49,585	$53,400
Sales/Marketing	23	$49,111	$33,940	$40,750	$45,936	$54,750	$68,819
Teaching/Training	14	$49,691	$33,420	$37,700	$46,330	$58,600	$75,597

Major Branch of Engineering and Industry or Service of Employer

Aeronautical & Aerospace							
All Manufacturing/Extractive Employers	80	$46,776	$32,850	$36,028	$45,786	$54,130	$64,434
Aerospace & Aircraft Products	78	$46,169	$32,790	$36,000	$45,578	$54,000	$58,710
All Non-Manufacturing/Extractive Employers	56	$56,939	$29,676	$36,464	$48,891	$66,316	$92,268
Colleges & Universities	13	$59,066	$38,538	$41,898	$56,380	$68,250	$90,198
Engineering Services	10	$59,943	$26,064	$31,500	$49,726	$70,000	$121,455
Government - Federal	21	$47,473	$28,400	$37,757	$47,528	$56,904	$66,299
Research Organizations & Laboratories	5	$50,468	$27,189	$30,197	$47,850	$68,325	$82,498
Agricultural							
All Manufacturing/Extractive Employers	27	$45,355	$25,517	$32,131	$45,000	$49,948	$55,384
Food, Beverage & Tobacco Products	8	$55,738	$35,249	$44,500	$48,250	$54,250	$100,780
Machinery (except electrical)	11	$39,965	$26,631	$30,187	$38,007	$49,948	$53,992
All Non-Manufacturing/Extractive Employers	112	$45,373	$28,772	$35,000	$44,900	$52,500	$65,076
Colleges & Universities	43	$50,019	$34,460	$39,825	$48,000	$58,825	$74,720
Engineering Services	7	$44,862	$28,270	$35,964	$45,396	$53,317	$61,578
Government - Federal	27	$40,369	$29,209	$32,502	$35,745	$46,742	$51,954
Private Practice	11	$42,883	$26,700	$29,933	$39,500	$50,000	$67,600
Utilities - Electric	8	$50,263	$29,683	$36,952	$43,850	$56,313	$88,000
Architectural							
All Manufacturing/Extractive Employers	7	$57,670	$43,800	$46,425	$60,000	$62,625	$76,593
All Non-Manufacturing/Extractive Employers	104	$54,059	$27,830	$35,946	$47,000	$60,500	$80,325
Colleges & Universities	7	$42,793	$33,602	$36,168	$41,402	$50,306	$53,500
Construction & Real Estate Development	12	$46,683	$34,899	$38,449	$44,250	$50,000	$65,738
Engineering Services	14	$62,842	$35,850	$43,000	$50,300	$66,409	$93,615
Private Practice	56	$58,126	$24,460	$31,350	$50,000	$68,000	$90,000
Chemical							
All Manufacturing/Extractive Employers	289	$55,288	$32,808	$38,000	$47,810	$64,000	$81,740
Aerospace & Aircraft Products	6	$44,324	$26,530	$31,304	$38,720	$55,200	$73,918
Chemical, Pharmaceutical & Allied Products	112	$56,979	$34,000	$39,000	$49,350	$65,110	$83,455
Electrical & Electronic Equipment	11	$72,537	$38,700	$41,277	$50,500	$61,800	$157,700
Fabricated Metal Products	13	$50,565	$33,508	$41,252	$44,800	$59,300	$75,396
Food, Beverage & Tobacco Products	15	$49,521	$32,700	$34,513	$45,000	$62,835	$66,600
Machinery (except electrical)	9	$48,444	$35,600	$40,625	$42,800	$56,650	$65,999
Petroleum & Coal Products	71	$59,670	$33,860	$39,610	$53,425	$68,850	$94,399
Primary Metal Industries	6	$55,519	$31,999	$41,000	$46,058	$49,000	$112,893
Rubber & Plastic Products	8	$43,075	$29,249	$36,750	$41,000	$45,500	$64,290
Stone, Clay, Glass & Concrete Products	7	$45,620	$25,553	$34,963	$44,500	$54,750	$71,398
All Non-Manufacturing/Extractive Employers	187	$56,897	$32,232	$40,130	$50,354	$62,340	$84,860
Colleges & Universities	29	$59,003	$39,034	$48,975	$59,750	$65,787	$79,960
Engineering Services	55	$56,905	$37,856	$44,171	$54,100	$64,854	$83,000
Government - Federal (including Armed Forces)	14	$43,893	$31,397	$39,240	$44,285	$51,729	$56,100
Government - State	5	$33,738	$26,988	$28,857	$34,750	$37,844	$40,518
Private Practice	31	$70,457	$30,000	$35,475	$52,000	$95,250	$137,394
Research Organizations & Laboratories	13	$67,154	$31,040	$47,825	$53,000	$59,025	$152,996
Utilities - Electric	13	$44,846	$34,972	$38,187	$46,600	$48,918	$51,599
Utilities - Gas	10	$54,697	$35,094	$45,400	$52,994	$64,548	$76,998

Continued

Major Branch of Engineering and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Civil (General)							
All Manufacturing/Extractive Employers	186	$52,505	$32,410	$37,100	$45,000	$58,000	$81,520
Aerospace & Aircraft Products	5	$47,516	$31,980	$37,995	$50,000	$55,400	$62,599
Chemical, Pharmaceutical & Allied Products	18	$53,082	$29,022	$32,000	$40,600	$58,000	$77,199
Electrical & Electronic Equipment	9	$44,189	$34,320	$38,340	$45,000	$50,096	$54,953
Fabricated Metal Products	26	$50,353	$32,510	$34,155	$39,960	$52,500	$82,198
Food, Beverage & Tobacco Products	5	$51,900	$41,700	$43,425	$53,000	$60,200	$60,800
Petroleum & Coal Products	46	$48,889	$32,070	$36,000	$43,050	$53,000	$70,184
Primary Metal Industries	14	$45,873	$32,964	$37,800	$42,000	$52,500	$62,450
Stone, Clay, Glass & Concrete Products	30	$56,246	$32,800	$38,000	$44,380	$55,742	$89,399
All Non-Manufacturing/Extractive Employers	3,706	$50,496	$29,673	$35,000	$43,316	$55,900	$77,225
Colleges & Universities	89	$49,373	$29,880	$39,404	$48,000	$57,608	$73,200
Communications Services (radio, TV, telephone & telegraph)	12	$45,750	$34,703	$36,300	$42,350	$55,350	$62,999
Construction & Real Estate Development	356	$62,340	$30,000	$38,400	$50,000	$74,548	$102,000
Engineering Services	478	$51,997	$27,630	$34,400	$46,000	$59,500	$84,700
Government - Federal	231	$43,677	$31,040	$35,639	$42,000	$50,000	$57,957
Government - State	355	$39,278	$27,000	$32,964	$38,760	$44,598	$51,600
Government - Local (cities, counties, etc.)	652	$40,569	$28,865	$33,550	$39,326	$46,450	$53,708
Private Practice	1,268	$56,417	$30,000	$36,400	$47,754	$64,300	$92,850
Research Organizations & Laboratories	13	$56,877	$32,632	$45,091	$49,000	$66,875	$94,599
Transportation Services	34	$58,497	$35,918	$38,927	$45,465	$62,500	$75,440
Utilities - Electric	55	$44,935	$31,956	$36,550	$43,000	$50,824	$59,220
Utilities - Gas	40	$48,609	$31,300	$35,650	$45,193	$53,700	$61,100
Utilities - Pipelines	24	$54,236	$34,574	$40,173	$48,235	$56,490	$67,697
Utilities - Other or Mixed	64	$47,472	$29,793	$34,950	$42,259	$53,750	$68,398
Civil (primarily Structural)							
All Manufacturing/Extractive Employers	177	$48,448	$29,656	$34,463	$42,400	$54,375	$72,000
Aerospace & Aircraft Products	5	$38,310	$30,550	$34,638	$40,000	$41,750	$44,000
Chemical, Pharmaceutical & Allied Products	7	$60,807	$31,196	$34,313	$38,659	$100,675	$120,398
Fabricated Metal Products	79	$46,723	$28,704	$33,600	$40,100	$49,688	$77,600
Food, Beverage & Tobacco Products	5	$63,808	$45,500	$46,430	$50,500	$71,225	$121,993
Petroleum & Coal Products	12	$69,673	$49,719	$53,500	$62,650	$74,750	$110,147
Primary Metal Industries	12	$46,141	$31,635	$39,800	$42,563	$55,004	$65,600
Stone, Clay, Glass & Concrete Products	29	$45,242	$30,229	$32,940	$41,500	$53,825	$64,480
All Non-Manufacturing/Extractive Employers	875	$52,727	$28,500	$35,025	$45,989	$60,060	$80,000
Colleges & Universities	48	$49,194	$28,139	$39,900	$48,500	$60,080	$66,875
Construction & Real Estate Development	59	$65,174	$33,020	$39,600	$52,000	$74,200	$120,360
Engineering Services	214	$50,263	$28,454	$34,500	$43,000	$59,000	$76,014
Government - Federal	38	$46,657	$33,815	$38,749	$46,002	$52,000	$61,809
Government - State	37	$33,942	$24,358	$26,142	$34,980	$40,089	$43,600
Government - Local (cities, counties, etc.)	26	$40,294	$25,100	$28,830	$38,000	$46,800	$60,960
Private Practice	394	$56,270	$28,770	$35,550	$48,000	$65,000	$90,000
Research Organizations & Laboratories	6	$52,143	$36,760	$40,000	$50,858	$55,540	$76,832
Transportation Services	5	$56,121	$32,304	$50,151	$56,300	$67,475	$68,900
Utilities - Electric	27	$44,997	$32,209	$35,954	$42,492	$51,590	$58,420
Civil (primarily Surveying)							
All Manufacturing/Extractive Employers	5	$39,717	$23,100	$24,795	$45,000	$48,781	$60,121
All Non-Manufacturing/Extractive Employers	111	$45,225	$23,800	$28,643	$39,664	$51,200	$67,900
Engineering Services	18	$50,890	$17,950	$28,000	$46,100	$52,000	$88,097
Government - State	12	$29,920	$21,952	$23,988	$26,700	$36,070	$41,860
Government - Local (cities, counties, etc.)	6	$31,994	$22,469	$27,690	$32,895	$34,940	$39,986
Private Practice	58	$50,503	$26,150	$30,600	$44,600	$56,000	$79,400
Cost/Value							
All Manufacturing/Extractive Employers	7	$46,129	$28,607	$37,020	$44,445	$55,190	$66,215
All Non-Manufacturing/Extractive Employers	51	$45,195	$31,900	$35,460	$41,700	$51,181	$69,044
Construction & Real Estate Development	6	$43,433	$21,399	$34,000	$45,900	$52,300	$61,479
Engineering Services	14	$42,208	$33,700	$35,400	$40,000	$47,980	$52,449
Government - Federal (including Armed Forces)	6	$38,211	$33,661	$35,639	$37,452	$39,711	$44,984
Private Practice	5	$47,074	$15,000	$36,150	$50,000	$59,323	$72,110
Utilities - Electric	5	$43,360	$30,500	$32,000	$39,100	$43,275	$47,993
Electrical & Electronic							
All Manufacturing/Extractive Employers	535	$52,521	$31,000	$37,755	$46,778	$57,995	$75,000
Aerospace & Aircraft Products	68	$45,478	$28,870	$36,450	$44,840	$55,570	$62,030
Chemical, Pharmaceutical & Allied Products	30	$56,166	$40,000	$42,726	$51,870	$67,000	$85,249
Electrical & Electronic Equipment	266	$56,710	$30,395	$38,400	$49,379	$60,000	$79,829
Fabricated Metal Products	13	$48,005	$34,000	$35,549	$41,100	$49,225	$79,997
Food, Beverage & Tobacco Products	15	$47,707	$29,200	$37,548	$44,500	$56,500	$69,377
Machinery (except electrical)	16	$50,805	$37,436	$43,000	$48,165	$53,063	$77,616
Petroleum & Coal Products	29	$59,293	$36,930	$46,300	$56,000	$70,091	$84,600
Primary Metal Industries	12	$43,092	$33,450	$36,100	$42,141	$45,228	$57,649
Rubber & Plastic Products	5	$44,130	$35,700	$39,300	$44,000	$50,088	$50,500
Stone, Clay, Glass & Concrete Products	8	$46,464	$31,500	$37,120	$40,557	$57,328	$69,930
Transportation Equipment	16	$44,021	$28,580	$38,507	$44,700	$52,010	$55,803
All Non-Manufacturing/Extractive Employers	1,567	$52,997	$33,284	$39,659	$47,590	$59,182	$75,000
Colleges & Universities	91	$53,562	$33,040	$41,028	$50,000	$60,750	$73,200
Communications Services (radio, TV, telephone & telegraph)	116	$57,282	$35,102	$41,190	$50,500	$62,750	$99,325
Construction & Real Estate Development	47	$60,174	$34,428	$39,398	$51,000	$60,154	$86,999
Engineering Services	202	$56,358	$34,097	$41,500	$49,775	$61,300	$82,303
Government - Federal	107	$42,937	$26,546	$34,158	$42,247	$51,324	$55,971
Government - State	20	$39,447	$29,473	$33,323	$39,401	$44,958	$48,500
Government - Local (cities, counties, etc.)	9	$41,634	$30,120	$35,592	$39,408	$45,745	$58,790
Private Practice	244	$57,476	$32,982	$39,532	$47,830	$63,880	$96,400
Research Organizations & Laboratories	27	$54,863	$33,320	$41,340	$53,580	$65,400	$79,640
Transportation Services	10	$49,208	$41,485	$43,032	$45,415	$57,500	$61,880
Utilities - Electric	571	$50,538	$34,000	$39,400	$47,220	$57,000	$68,000
Utilities - Gas	10	$49,111	$31,467	$34,740	$41,690	$64,000	$77,498
Utilities - Pipelines	10	$49,714	$33,149	$38,923	$48,450	$61,800	$68,500
Utilities - Other or Mixed	74	$55,839	$37,492	$42,000	$50,248	$60,000	$85,500

Continued

Major Branch of Engineering and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Industrial							
All Manufacturing/Extractive Employers	93	$51,507	$28,268	$35,189	$45,000	$58,000	$84,677
Aerospace & Aircraft Products	8	$41,545	$25,305	$29,957	$39,000	$55,222	$58,670
Chemical, Pharmaceutical & Allied Products	7	$83,860	$48,030	$55,425	$74,860	$85,925	$161,191
Electrical & Electronic Equipment	18	$41,498	$26,592	$29,000	$39,690	$51,000	$55,980
Fabricated Metal Products	14	$43,594	$27,710	$31,000	$37,860	$48,866	$73,241
Food, Beverage & Tobacco Products	10	$72,200	$38,999	$45,000	$58,250	$110,000	$128,747
Petroleum & Coal Products	7	$55,270	$33,216	$37,500	$42,000	$73,828	$91,322
All Non-Manufacturing/Extractive Employers	131	$49,408	$30,180	$35,550	$45,000	$56,000	$70,640
Colleges & Universities	15	$60,104	$33,064	$51,819	$60,000	$76,750	$82,646
Communications Services (radio, TV, telephone & telegraph)	14	$45,231	$35,329	$39,580	$45,150	$50,000	$56,799
Engineering Services	16	$57,107	$31,180	$36,150	$50,750	$62,500	$87,646
Government - Federal	21	$35,949	$25,580	$28,667	$35,412	$41,727	$48,335
Private Practice	19	$50,344	$30,415	$34,250	$50,000	$55,500	$82,880
Utilities - Electric	15	$46,777	$34,829	$40,125	$47,687	$54,402	$60,000
Utilities - Gas	7	$40,834	$34,547	$39,795	$40,600	$43,900	$44,840
Manufacturing							
All Manufacturing/Extractive Employers	138	$53,609	$29,574	$35,808	$44,724	$56,000	$77,350
Aerospace & Aircraft Products	10	$55,217	$31,605	$41,132	$45,152	$56,000	$103,747
Chemical, Pharmaceutical & Allied Products	5	$41,622	$30,000	$32,625	$42,980	$47,224	$57,999
Electrical & Electronic Equipment	30	$44,588	$28,374	$33,000	$44,090	$56,000	$62,825
Fabricated Metal Products	26	$62,999	$25,798	$33,500	$47,177	$62,917	$98,849
Food, Beverage & Tobacco Products	6	$61,393	$38,194	$55,800	$64,660	$70,000	$76,298
Machinery (except electrical)	17	$57,743	$34,200	$43,400	$53,000	$68,375	$87,880
Stone, Clay, Glass & Concrete Products	6	$52,311	$33,000	$37,500	$47,043	$54,780	$90,974
Transportation Equipment	16	$58,886	$30,958	$34,328	$39,590	$47,820	$79,520
All Non-Manufacturing/Extractive Employers	10	$62,245	$26,310	$37,000	$46,140	$52,000	$149,771
Mechanical							
All Manufacturing/Extractive Employers	1,008	$52,017	$32,400	$37,718	$45,900	$57,500	$76,700
Aerospace & Aircraft Products	76	$50,190	$31,100	$37,972	$42,750	$51,431	$60,508
Chemical, Pharmaceutical & Allied Products	117	$51,452	$34,000	$39,281	$47,950	$57,320	$72,900
Electrical & Electronic Equipment	112	$49,318	$32,239	$36,470	$44,053	$58,080	$74,360
Fabricated Metal Products	134	$52,631	$32,283	$37,500	$45,700	$58,520	$81,130
Food, Beverage & Tobacco Products	61	$50,334	$36,144	$42,100	$48,000	$55,000	$70,579
Machinery (except electrical)	117	$51,758	$30,942	$37,818	$43,500	$58,921	$85,100
Petroleum & Coal Products	63	$59,883	$35,439	$40,823	$55,083	$72,161	$88,319
Primary Metal Industries	48	$47,614	$32,316	$37,980	$44,410	$54,250	$68,080
Rubber & Plastic Products	36	$51,228	$35,471	$37,052	$44,448	$54,900	$78,198
Stone, Clay, Glass & Concrete Products	19	$62,527	$34,279	$40,161	$52,968	$66,950	$117,675
Transportation Equipment	93	$47,947	$31,480	$37,623	$45,000	$52,711	$65,160
All Non-Manufacturing/Extractive Employers	1,324	$55,284	$32,000	$38,880	$47,114	$61,700	$83,910
Colleges & Universities	91	$47,976	$31,664	$38,045	$45,000	$55,000	$69,695
Communications Services (radio, TV, telephone & telegraph)	11	$49,592	$34,740	$37,925	$46,300	$53,534	$78,139
Construction & Real Estate Development	100	$66,065	$34,450	$40,881	$51,031	$75,150	$108,999
Engineering Services	283	$56,993	$34,642	$40,455	$50,000	$62,575	$80,480
Government - Federal	89	$43,108	$29,843	$33,895	$41,100	$48,593	$64,814
Government - State	20	$39,299	$28,947	$31,750	$38,106	$45,358	$47,740
Government - Local (cities, counties, etc.)	26	$40,322	$29,640	$32,500	$40,825	$45,444	$51,577
Private Practice	379	$60,689	$31,891	$40,000	$50,000	$68,438	$90,000
Research Organizations & Laboratories	27	$50,802	$35,076	$42,025	$49,200	$54,465	$74,000
Transportation Services	5	$108,910	$44,000	$52,250	$61,800	$150,938	$273,724
Utilities - Electric	158	$48,909	$31,807	$36,000	$43,428	$53,160	$69,451
Utilities - Gas	38	$51,332	$32,075	$40,100	$44,050	$54,492	$67,999
Utilities - Pipelines	13	$56,774	$34,600	$36,900	$48,460	$73,025	$92,116
Utilities - Other or Mixed	22	$54,116	$33,681	$40,500	$48,250	$63,400	$77,699
Metallurgical & Materials							
All Manufacturing/Extractive Employers	43	$51,608	$27,791	$33,250	$47,500	$53,815	$64,960
Fabricated Metal Products	8	$40,562	$28,440	$32,680	$42,668	$48,250	$49,850
Primary Metal Industries	11	$47,706	$30,582	$36,875	$48,000	$54,750	$63,800
All Non-Manufacturing/Extractive Employers	20	$56,522	$32,149	$42,316	$52,500	$69,350	$82,499
Colleges & Universities	9	$67,323	$36,380	$50,750	$67,000	$75,900	$110,397
Nuclear							
All Manufacturing/Extractive Employers	11	$59,185	$33,202	$42,690	$54,500	$78,625	$95,500
Electrical & Electronic Equipment	5	$66,308	$37,340	$45,485	$54,500	$95,125	$97,000
All Non-Manufacturing/Extractive Employers	104	$50,626	$34,980	$39,808	$48,114	$60,000	$67,287
Colleges & Universities	7	$59,483	$34,369	$52,750	$55,435	$66,525	$88,703
Engineering Services	28	$53,101	$36,899	$40,950	$47,500	$64,750	$80,254
Government - Federal	11	$49,536	$29,407	$35,815	$46,300	$66,439	$69,560
Research Organizations & Laboratories	8	$53,733	$40,349	$49,895	$54,388	$60,250	$63,300
Utilities - Electric	34	$47,963	$35,428	$39,600	$44,840	$56,000	$63,640
Utilities - Other or Mixed	6	$49,550	$38,904	$38,940	$47,660	$52,500	$69,724
Petroleum & Mining							
All Manufacturing/Extractive Employers	186	$70,993	$36,000	$43,420	$60,000	$79,100	$120,000
Petroleum & Coal Products	176	$70,719	$36,000	$43,460	$60,000	$78,805	$119,500
All Non-Manufacturing/Extractive Employers	105	$61,130	$34,000	$43,314	$52,500	$70,850	$94,250
Colleges & Universities	6	$47,670	$25,789	$37,000	$47,505	$49,464	$76,943
Engineering Services	26	$60,520	$29,220	$44,096	$55,000	$70,000	$89,800
Government - Federal	7	$47,382	$37,149	$42,817	$47,000	$52,406	$59,799
Private Practice	20	$73,448	$31,500	$40,500	$52,500	$86,500	$116,498
Utilities - Gas	11	$52,920	$34,250	$41,520	$48,500	$55,391	$85,917
Utilities - Pipelines	15	$67,715	$39,875	$56,214	$64,655	$74,631	$99,250

Continued

Major Branch of Engineering and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Safety							
All Non-Manufacturing/Extractive Employers	35	$47,215	$30,000	$34,350	$41,000	$46,075	$57,843
Engineering Services	9	$36,911	$28,000	$32,125	$37,500	$41,250	$45,599
Sanitary, Environmental & Pollution Control							
All Manufacturing/Extractive Employers	46	$53,145	$35,142	$37,410	$46,908	$58,300	$80,031
Chemical, Pharmaceutical & Allied Products	8	$65,794	$39,198	$45,708	$49,790	$71,650	$134,000
Machinery (except electrical)	5	$58,070	$32,000	$41,375	$53,850	$73,000	$93,997
Petroleum & Coal Products	8	$43,606	$34,398	$35,650	$40,050	$46,228	$63,574
All Non-Manufacturing/Extractive Employers	593	$48,558	$28,982	$34,856	$42,480	$55,000	$72,000
Colleges & Universities	19	$53,734	$35,852	$39,538	$54,500	$65,650	$76,154
Engineering Services	100	$47,109	$28,350	$34,150	$42,250	$56,190	$69,750
Government - Federal	30	$43,996	$32,605	$36,575	$42,859	$48,883	$57,305
Government - State	61	$36,887	$27,321	$29,087	$35,220	$42,060	$47,564
Government - Local (cities, counties, etc.)	67	$40,982	$29,480	$34,032	$39,289	$45,999	$54,382
Private Practice	258	$54,437	$30,000	$36,500	$45,125	$60,000	$89,320
Utilities - Electric	7	$39,646	$27,854	$31,272	$37,380	$48,250	$53,020
Utilities - Pipelines	9	$41,267	$27,680	$29,675	$39,900	$52,375	$56,200
Utilities - Other or Mixed	22	$49,631	$29,813	$36,000	$41,150	$61,760	$79,699

Job Function and Industry or Service of Employer

Construction Supervision (may include some design)							
All Manufacturing/Extractive Employers	126	$46,504	$30,565	$38,000	$44,095	$52,000	$63,450
Aerospace & Aircraft Products	6	$42,213	$26,531	$36,000	$39,800	$48,700	$62,019
Chemical, Pharmaceutical & Allied Products	19	$46,747	$34,752	$39,744	$48,780	$53,586	$56,270
Electrical & Electronic Equipment	12	$44,789	$28,709	$34,758	$41,850	$55,330	$64,526
Fabricated Metal Products	8	$39,365	$18,419	$30,500	$40,911	$48,250	$56,850
Food, Beverage & Tobacco Products	9	$46,289	$30,618	$37,875	$44,500	$49,625	$69,077
Petroleum & Coal Products	30	$51,737	$35,360	$40,000	$47,034	$60,000	$74,250
Stone, Clay, Glass & Concrete Products	6	$41,535	$29,842	$37,000	$40,380	$50,000	$52,160
All Non-Manufacturing/Extractive Employers	742	$43,763	$27,328	$32,720	$39,764	$48,500	$61,000
Colleges & Universities	8	$36,689	$23,071	$31,189	$36,161	$40,874	$52,530
Construction & Real Estate Development	237	$48,684	$28,400	$34,070	$42,000	$52,000	$71,038
Engineering Services	85	$46,578	$26,800	$34,276	$43,000	$52,025	$66,340
Government - Federal	53	$39,829	$30,132	$33,353	$35,745	$46,588	$53,264
Government - State	67	$36,869	$25,230	$30,614	$35,552	$41,742	$49,783
Government - Local (cities, counties, etc.)	71	$33,868	$25,000	$28,036	$33,500	$38,963	$42,900
Private Practice	89	$39,972	$24,670	$30,000	$37,960	$46,000	$59,584
Transportation Services	8	$42,977	$32,026	$37,500	$39,464	$46,498	$61,749
Utilities - Electric	84	$45,887	$33,540	$38,062	$44,000	$49,550	$60,654
Utilities - Gas	9	$49,071	$33,120	$34,251	$40,000	$53,563	$87,496
Utilities - Pipelines	11	$57,309	$33,839	$39,067	$46,500	$54,635	$106,188
Utilities - Other or Mixed	15	$46,207	$27,000	$34,225	$48,000	$55,938	$65,999
Design							
All Manufacturing/Extractive Employers	649	$42,169	$30,000	$33,791	$40,000	$48,143	$56,830
Aerospace & Aircraft Products	84	$43,159	$30,972	$36,186	$41,100	$49,525	$56,057
Chemical, Pharmaceutical & Allied Products	66	$47,953	$32,538	$36,966	$44,820	$54,800	$70,355
Electrical & Electronic Equipment	125	$41,748	$30,395	$33,343	$40,000	$46,850	$54,300
Fabricated Metal Products	83	$36,365	$27,707	$31,050	$34,750	$40,800	$47,200
Food, Beverage & Tobacco Products	21	$48,350	$36,220	$42,926	$47,928	$54,475	$58,500
Machinery (except electrical)	53	$40,814	$29,382	$32,794	$39,500	$45,240	$56,036
Petroleum & Coal Products	60	$47,400	$31,500	$37,240	$44,880	$57,925	$64,770
Primary Metal Industries	19	$41,312	$28,320	$34,235	$38,382	$43,317	$59,767
Rubber & Plastic Products	9	$38,385	$28,439	$36,000	$37,104	$44,012	$44,979
Stone, Clay, Glass & Concrete Products	20	$39,428	$28,899	$32,350	$34,775	$41,601	$62,637
Transportation Equipment	46	$42,208	$28,440	$34,490	$42,160	$49,500	$53,472
All Non-Manufacturing/Extractive Employers	2,183	$42,653	$27,290	$32,163	$38,800	$48,000	$60,000
Communications Services (radio, TV, telephone & telegraph)	25	$41,231	$31,900	$35,679	$37,200	$42,875	$49,000
Construction & Real Estate Development	39	$40,008	$28,540	$31,525	$39,000	$46,375	$53,503
Engineering Services	526	$41,384	$26,910	$32,200	$39,050	$47,560	$57,930
Government - Federal	92	$38,404	$29,298	$32,793	$36,616	$43,075	$50,152
Government - State	82	$34,385	$23,211	$28,018	$34,305	$39,302	$45,578
Government - Local (cities, counties, etc.)	94	$33,730	$24,509	$29,000	$32,569	$37,400	$43,300
Private Practice	1,080	$45,273	$27,237	$32,430	$39,800	$50,000	$68,069
Research Organizations & Laboratories	10	$43,839	$27,224	$36,400	$42,400	$49,128	$65,097
Transportation Services	12	$45,288	$32,690	$36,750	$43,001	$51,250	$63,991
Utilities - Electric	160	$42,642	$31,682	$35,600	$41,207	$48,078	$56,432
Utilities - Gas	16	$38,753	$31,712	$34,130	$36,650	$42,020	$50,785
Utilities - Pipelines	8	$41,320	$33,360	$34,530	$37,620	$49,450	$53,052
Utilities - Other or Mixed	17	$40,500	$27,822	$31,875	$40,300	$44,425	$49,700
Executive/Administrative							
All Manufacturing/Extractive Employers	888	$73,484	$41,090	$50,000	$61,750	$82,250	$115,000
Aerospace & Aircraft Products	49	$68,649	$37,456	$51,750	$58,000	$69,344	$112,199
Chemical, Pharmaceutical & Allied Products	87	$80,260	$45,073	$53,675	$66,600	$86,750	$132,000
Electrical & Electronic Equipment	126	$77,301	$40,938	$50,700	$60,773	$79,920	$122,807
Fabricated Metal Products	118	$68,324	$39,270	$45,400	$57,275	$78,000	$105,000
Food, Beverage & Tobacco Products	50	$64,250	$41,750	$48,500	$57,100	$68,000	$108,301
Machinery (except electrical)	67	$66,479	$39,513	$49,673	$56,700	$80,750	$103,680
Petroleum & Coal Products	147	$85,782	$45,250	$60,000	$72,000	$102,276	$135,612
Primary Metal Industries	38	$61,245	$41,691	$46,500	$54,250	$66,500	$91,909
Rubber & Plastic Products	18	$75,168	$51,021	$60,000	$70,300	$87,596	$103,500
Stone, Clay, Glass & Concrete Products	50	$67,733	$41,750	$47,472	$60,000	$75,000	$95,000
Transportation Equipment	37	$65,743	$39,960	$48,930	$60,000	$77,125	$106,497
All Non-Manufacturing/Extractive Employers	4,226	$61,955	$36,349	$43,200	$53,300	$69,518	$95,000
Colleges & Universities	164	$61,950	$43,180	$49,650	$59,315	$71,140	$82,946
Communications Services (radio, TV, telephone & telegraph)	113	$61,104	$40,000	$45,022	$56,000	$70,250	$99,740
Construction & Real Estate Development	302	$77,476	$40,000	$50,000	$65,450	$92,000	$127,200

Continued

Job Function and Industry or Service of Employer	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Engineering Services	594	$68,063	$40,000	$48,107	$60,100	$76,000	$100,000
Government - Federal	254	$50,612	$37,994	$42,108	$48,680	$57,000	$66,400
Government - State	229	$43,494	$31,700	$37,050	$42,560	$48,200	$54,000
Government - Local (cities, counties, etc.)	576	$43,401	$32,270	$36,142	$41,545	$49,275	$56,968
Private Practice	1,267	$69,908	$38,000	$46,025	$59,400	$80,000	$111,000
Research Organizations & Laboratories	40	$66,805	$41,500	$49,225	$62,250	$77,300	$90,000
Transportation Services	32	$75,879	$44,604	$51,776	$57,750	$74,976	$106,500
Utilities - Electric	325	$61,026	$42,000	$48,000	$55,440	$66,425	$84,500
Utilities - Gas	63	$57,737	$38,961	$43,170	$50,000	$60,575	$86,400
Utilities - Pipelines	43	$64,280	$39,500	$49,978	$62,800	$77,081	$95,250
Utilities - Other or Mixed	122	$59,237	$36,493	$43,000	$52,500	$65,600	$91,290
Production, Quality Control, Maintenance, etc							
All Manufacturing/Extractive Employers	387	$44,059	$29,994	$34,700	$41,132	$50,238	$60,000
Aerospace & Aircraft Products	22	$42,624	$29,395	$32,944	$38,890	$43,500	$54,194
Chemical, Pharmaceutical & Allied Products	71	$46,167	$31,260	$34,800	$42,980	$52,000	$67,300
Electrical & Electronic Equipment	53	$40,766	$27,696	$32,005	$40,100	$48,050	$56,080
Fabricated Metal Products	40	$41,520	$27,150	$32,259	$38,210	$47,000	$60,458
Food, Beverage & Tobacco Products	22	$44,937	$28,990	$34,000	$40,950	$48,250	$72,099
Machinery (except electrical)	8	$43,430	$34,998	$37,697	$41,110	$47,915	$56,580
Petroleum & Coal Products	54	$50,260	$34,104	$39,300	$46,600	$57,932	$72,190
Primary Metal Industries	24	$45,158	$30,630	$37,790	$44,690	$54,250	$60,360
Rubber & Plastic Products	14	$42,228	$33,919	$36,000	$41,325	$46,337	$54,149
Stone, Clay, Glass & Concrete Products	12	$39,117	$31,260	$32,850	$38,245	$43,782	$49,798
Transportation Equipment	16	$39,962	$30,532	$31,640	$38,000	$45,998	$56,237
All Non-Manufacturing/Extractive Employers	316	$41,578	$30,204	$33,642	$40,090	$46,300	$55,325
Colleges & Universities	5	$43,001	$36,900	$37,143	$39,310	$47,893	$56,569
Communications Services (radio, TV, telephone & telegraph)	13	$38,301	$26,580	$31,623	$40,400	$42,925	$45,839
Construction & Real Estate Development	7	$40,887	$29,627	$36,373	$38,400	$46,675	$52,159
Engineering Services	21	$44,301	$30,896	$38,625	$42,500	$49,830	$56,833
Government - Federal	31	$37,378	$28,991	$32,072	$35,835	$41,000	$47,209
Government - State	24	$34,791	$25,321	$30,744	$34,896	$39,170	$43,035
Government - Local (cities, counties, etc.)	18	$38,255	$27,487	$31,500	$37,613	$43,500	$48,550
Private Practice	32	$45,913	$31,436	$35,750	$42,288	$52,778	$69,200
Transportation Services	5	$37,485	$32,304	$32,451	$38,000	$41,465	$44,000
Utilities - Electric	119	$43,234	$30,123	$34,317	$42,328	$48,948	$57,169
Utilities - Gas	15	$38,541	$32,000	$34,188	$39,400	$42,935	$45,000
Utilities - Other or Mixed	13	$44,391	$34,739	$38,750	$42,000	$48,855	$55,558
Project Study & Analysis							
All Manufacturing/Extractive Employers	255	$44,849	$31,564	$36,405	$43,000	$50,320	$59,000
Aerospace & Aircraft Products	41	$43,738	$30,122	$36,300	$43,700	$51,778	$56,000
Chemical, Pharmaceutical & Allied Products	29	$45,449	$33,806	$39,250	$42,000	$48,195	$66,228
Electrical & Electronic Equipment	26	$43,383	$32,482	$36,000	$42,250	$50,364	$60,750
Fabricated Metal Products	21	$42,190	$32,974	$36,150	$40,080	$47,250	$56,000
Food, Beverage & Tobacco Products	16	$43,831	$30,744	$36,240	$44,350	$47,100	$57,976
Machinery (except electrical)	7	$46,867	$32,464	$42,871	$49,790	$53,750	$56,160
Petroleum & Coal Products	57	$48,427	$33,540	$37,124	$42,827	$54,250	$70,449
Primary Metal Industries	13	$47,342	$31,463	$34,750	$43,200	$55,734	$71,379
Transportation Equipment	15	$42,758	$29,700	$35,538	$40,870	$50,059	$60,000
All Non-Manufacturing/Extractive Employers	756	$44,528	$28,504	$34,439	$40,745	$49,850	$59,885
Colleges & Universities	5	$57,179	$15,000	$30,113	$50,560	$86,172	$105,397
Communications Services (radio, TV, telephone & telegraph)	22	$42,785	$33,271	$36,600	$43,135	$48,000	$51,700
Construction & Real Estate Development	10	$58,315	$32,000	$35,000	$50,150	$57,600	$114,864
Engineering Services	177	$47,928	$28,500	$34,715	$44,000	$52,000	$63,900
Government - Federal	80	$38,098	$25,490	$31,593	$37,663	$43,978	$48,877
Government - State	56	$33,060	$24,358	$27,042	$33,035	$37,858	$40,530
Government - Local (cities, counties, etc.)	26	$37,730	$27,460	$29,800	$35,892	$44,950	$49,468
Private Practice	168	$49,276	$28,940	$34,794	$41,999	$55,000	$78,450
Research Organizations & Laboratories	14	$44,552	$28,762	$31,300	$46,300	$49,800	$58,109
Transportation Services	5	$39,042	$30,300	$36,375	$40,000	$42,328	$45,110
Utilities - Electric	125	$42,845	$33,300	$37,548	$42,000	$47,584	$53,900
Utilities - Gas	17	$43,272	$30,220	$34,722	$43,000	$53,223	$56,800
Utilities - Pipelines	8	$42,999	$31,742	$38,500	$41,100	$45,430	$59,797
Utilities - Other or Mixed	24	$41,398	$30,089	$35,950	$38,723	$47,700	$55,500
Research & Development							
All Manufacturing/Extractive Employers	231	$47,387	$31,618	$37,000	$45,000	$55,000	$68,280
Aerospace & Aircraft Products	52	$43,986	$27,059	$36,500	$43,250	$51,774	$56,790
Chemical, Pharmaceutical & Allied Products	33	$51,021	$34,000	$38,500	$48,360	$60,750	$71,556
Electrical & Electronic Equipment	61	$50,172	$33,396	$38,888	$51,000	$60,412	$66,721
Fabricated Metal Products	18	$43,669	$28,843	$37,736	$43,650	$49,488	$53,236
Food, Beverage & Tobacco Products	9	$43,997	$34,460	$36,523	$44,000	$50,175	$57,384
Machinery (except electrical)	14	$48,802	$33,910	$35,200	$44,210	$53,000	$74,499
Petroleum & Coal Products	23	$60,334	$33,454	$42,055	$60,000	$76,500	$90,400
Primary Metal Industries	8	$41,935	$34,554	$38,300	$40,500	$47,450	$48,550
Rubber & Plastic Products	9	$41,575	$28,280	$37,550	$42,600	$48,735	$50,100
Stone, Clay, Glass & Concrete Products	6	$40,025	$24,837	$37,860	$42,300	$46,300	$47,830
Transportation Equipment	23	$44,654	$33,681	$36,295	$43,000	$51,227	$53,600
All Non-Manufacturing/Extractive Employers	243	$48,853	$32,638	$38,698	$47,190	$53,460	$66,600
Colleges & Universities	41	$51,155	$35,180	$39,650	$48,000	$56,084	$82,559
Engineering Services	25	$48,719	$35,000	$37,350	$43,500	$59,775	$71,000
Government - Federal	89	$44,031	$29,940	$35,920	$45,346	$50,151	$59,800
Government - State	15	$40,763	$34,000	$35,927	$40,237	$45,495	$48,000
Private Practice	11	$75,023	$37,519	$45,500	$56,451	$100,500	$134,998
Research Organizations & Laboratories	39	$50,501	$31,680	$43,666	$51,900	$54,825	$65,100
Utilities - Electric	6	$44,595	$40,147	$41,470	$42,500	$48,000	$52,589
Utilities - Gas	5	$55,880	$34,600	$42,700	$62,400	$67,250	$71,000
Utilities - Other or Mixed	5	$58,884	$49,400	$49,850	$52,920	$70,825	$71,500
Sales/Marketing							
All Manufacturing/Extractive Employers	178	$50,100	$33,056	$38,892	$47,750	$58,000	$73,348
Aerospace & Aircraft Products	7	$55,947	$36,698	$49,625	$54,260	$67,343	$69,500
Chemical, Pharmaceutical & Allied Products	8	$49,975	$26,149	$30,000	$42,250	$62,400	$93,400
Electrical & Electronic Equipment	53	$51,017	$35,146	$40,360	$50,000	$57,890	$67,659

Continued

Job Function and Industry or Service of Employer

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Fabricated Metal Products	29	$45,322	$32,920	$35,563	$40,220	$52,581	$60,000
Machinery (except electrical)	25	$55,574	$31,699	$40,769	$48,500	$69,125	$84,500
Petroleum & Coal Products	7	$61,600	$41,000	$46,750	$55,100	$75,750	$96,478
Primary Metal Industries	8	$45,925	$34,440	$38,700	$45,000	$51,000	$61,250
Stone, Clay, Glass & Concrete Products	17	$41,574	$32,080	$33,840	$38,500	$45,875	$58,299
All Non-Manufacturing/Extractive Employers	231	$49,295	$31,867	$37,695	$45,000	$55,417	$66,950
Construction & Real Estate Development	21	$60,114	$29,942	$38,375	$46,475	$68,069	$86,198
Engineering Services	53	$50,378	$32,424	$41,290	$50,000	$57,050	$62,883
Private Practice	45	$55,539	$34,000	$40,898	$50,000	$60,950	$79,619
Utilities - Electric	45	$40,456	$31,668	$33,976	$39,500	$45,175	$52,625
Utilities - Gas	12	$38,004	$26,620	$31,125	$37,350	$43,572	$50,123
Utilities - Other or Mixed	10	$47,353	$32,909	$38,940	$40,835	$60,000	$70,048
Teaching/Training							
All Manufacturing/Extractive Employers	7	$48,817	$24,673	$37,528	$47,000	$53,388	$80,767
All Non-Manufacturing/Extractive Employers	300	$45,728	$29,942	$35,826	$44,000	$53,600	$65,000
Colleges & Universities	284	$46,032	$29,996	$36,000	$44,044	$54,000	$65,005
Government - State	7	$38,082	$24,665	$29,801	$35,000	$48,500	$50,800

Job Function and Level of Professional Responsibility

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
Engineer I/II	18	$27,464	$20,282	$22,000	$25,983	$31,200	$36,901
Engineer III	51	$32,288	$21,390	$25,625	$29,500	$37,750	$44,471
Engineer IV	210	$37,013	$26,000	$30,030	$35,260	$40,000	$48,500
Engineer V	217	$41,694	$30,416	$34,885	$40,000	$45,000	$55,000
Engineer VI	170	$47,280	$32,525	$38,700	$44,958	$52,752	$62,914
Engineer VII	80	$51,689	$39,648	$43,590	$49,606	$56,681	$64,500
Engineer VIII	51	$61,944	$36,576	$49,496	$58,000	$68,340	$96,659
Engineer IX	9	$141,742	$42,098	$62,800	$74,095	$162,385	$399,988
Design							
Engineer I/II	52	$27,203	$20,852	$22,979	$26,727	$30,752	$32,941
Engineer III	226	$29,050	$22,088	$25,100	$28,640	$32,500	$35,977
Engineer IV	748	$36,452	$26,979	$30,510	$35,000	$40,000	$46,698
Engineer V	771	$40,757	$30,648	$34,471	$39,000	$45,000	$52,000
Engineer VI	487	$46,223	$34,220	$38,520	$45,000	$51,789	$60,208
Engineer VII	290	$53,314	$35,000	$42,000	$50,000	$58,000	$72,650
Engineer VIII	159	$62,463	$34,880	$43,625	$56,000	$70,000	$96,600
Engineer IX	40	$82,427	$45,300	$56,000	$76,000	$93,000	$133,250
Executive/Administrative							
Engineer I/II	7	$47,175	$21,946	$30,750	$49,560	$60,360	$72,095
Engineer III	30	$40,606	$25,373	$30,852	$36,822	$45,000	$58,300
Engineer IV	143	$42,752	$28,890	$31,050	$37,800	$44,923	$55,103
Engineer V	520	$45,917	$30,708	$35,818	$42,000	$50,225	$61,100
Engineer VI	952	$51,456	$36,035	$40,564	$46,598	$56,000	$68,725
Engineer VII	1,119	$58,440	$40,000	$45,925	$53,259	$64,000	$80,500
Engineer VIII	1,150	$68,489	$43,878	$51,495	$62,400	$76,800	$100,500
Engineer IX	747	$92,699	$51,520	$62,025	$78,000	$105,000	$148,115
Production, Quality Control, Maintenance, etc							
Engineer I/II	28	$31,887	$23,279	$27,575	$30,000	$34,000	$36,210
Engineer III	58	$33,275	$27,000	$30,000	$32,094	$36,200	$42,681
Engineer IV	174	$37,460	$29,045	$32,000	$36,340	$41,750	$47,098
Engineer V	168	$41,718	$31,700	$36,350	$40,740	$46,166	$52,000
Engineer VI	144	$47,069	$34,913	$40,090	$45,000	$52,700	$59,753
Engineer VII	61	$54,771	$40,606	$45,570	$52,000	$61,775	$73,000
Engineer VIII	32	$58,189	$39,430	$44,835	$53,450	$69,000	$80,299
Project Study & Analysis							
Engineer I/II	23	$29,202	$22,380	$25,200	$28,000	$31,000	$36,432
Engineer III	83	$31,935	$24,877	$26,890	$31,250	$35,203	$39,482
Engineer IV	203	$37,479	$27,846	$30,592	$35,800	$41,021	$47,165
Engineer V	304	$42,060	$31,998	$36,000	$40,935	$46,750	$53,587
Engineer VI	197	$47,089	$35,990	$40,038	$45,570	$50,868	$58,240
Engineer VII	104	$54,948	$40,900	$45,875	$51,893	$58,757	$70,200
Engineer VIII	56	$64,975	$44,862	$51,750	$59,300	$75,000	$91,080
Engineer IX	17	$99,509	$36,800	$49,000	$71,000	$99,125	$193,197
Research & Development							
Engineer III	41	$31,998	$25,980	$27,082	$30,150	$36,204	$40,004
Engineer IV	77	$37,472	$29,920	$33,135	$36,825	$40,972	$45,000
Engineer V	115	$42,850	$33,400	$36,075	$42,000	$48,018	$52,920
Engineer VI	135	$48,623	$37,800	$43,050	$47,500	$52,158	$60,000
Engineer VII	75	$53,213	$42,245	$47,420	$51,263	$57,790	$68,760
Engineer VIII	60	$63,895	$49,530	$54,962	$62,400	$69,600	$83,620
Engineer IX	23	$76,056	$43,159	$61,200	$75,000	$88,375	$106,598
Sales/Marketing							
Engineer I/II	5	$46,878	$23,400	$29,100	$38,892	$55,825	$99,994
Engineer III	22	$36,462	$27,584	$29,200	$32,500	$39,500	$51,599
Engineer IV	33	$40,362	$33,400	$35,695	$39,600	$41,775	$51,000
Engineer V	54	$45,084	$33,086	$37,700	$43,118	$51,183	$58,020
Engineer VI	68	$47,846	$32,600	$40,000	$46,274	$52,998	$64,000
Engineer VII	52	$54,023	$40,294	$44,950	$49,850	$60,300	$75,714
Engineer VIII	30	$71,922	$45,350	$54,600	$60,200	$84,500	$105,537
Engineer IX	7	$65,071	$52,199	$61,250	$62,500	$72,500	$79,000

Continued

Job Function and Level of Professional Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Teaching/Training							
Engineer III	6	$31,333	$21,060	$21,600	$26,700	$30,000	$58,797
Engineer IV	25	$33,482	$25,000	$29,391	$33,600	$36,006	$41,402
Engineer V	46	$37,590	$27,437	$32,000	$38,500	$41,669	$45,961
Engineer VI	88	$46,437	$34,247	$40,250	$46,470	$52,150	$55,553
Engineer VII	57	$51,928	$37,104	$41,750	$50,285	$61,342	$68,400
Engineer VIII	38	$55,671	$40,283	$45,000	$53,675	$65,600	$75,145
Engineer IX	11	$62,108	$48,000	$50,375	$56,200	$75,172	$85,199

Job Function and Size of Organization	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
One (Respondent only)	13	$49,235	$30,000	$37,125	$50,000	$61,413	$66,800
Two - Four Employees	19	$41,226	$23,700	$26,611	$32,623	$46,500	$63,000
Five - Nine Employees	20	$45,856	$23,200	$30,100	$44,250	$52,250	$74,749
10 - 24 Employees	46	$39,393	$24,505	$31,000	$35,900	$46,000	$57,881
25 - 49 Employees	58	$45,912	$27,140	$32,300	$39,643	$51,400	$70,000
50 - 99 Employees	74	$48,881	$26,151	$32,000	$38,000	$46,000	$61,156
100 - 499 Employees	175	$42,972	$28,808	$33,587	$40,500	$48,710	$60,000
500 - 999 Employees	47	$48,657	$32,776	$38,465	$42,900	$47,275	$51,960
1,000 - 2,499 Employees	75	$43,584	$30,320	$35,550	$40,000	$48,000	$60,000
2,500 - 4,999 Employees	51	$50,100	$34,827	$40,000	$48,044	$55,300	$67,399
5,000 - 9,999 Employees	37	$46,428	$36,000	$38,150	$45,900	$54,348	$57,538
10,000 - 19,999 Employees	33	$47,703	$33,212	$40,150	$44,268	$53,550	$65,580
20,000 - 29,999 Employees	8	$50,347	$36,332	$39,750	$41,350	$64,800	$73,000
30,000 - 39,999 Employees	16	$50,165	$31,241	$39,000	$47,599	$57,840	$71,479
40,000 - 49,999 Employees	12	$51,021	$34,980	$39,800	$51,419	$63,915	$67,327
50,000 Employees or More	41	$48,213	$30,840	$36,785	$45,000	$55,025	$72,985
Design							
One (Respondent only)	78	$50,707	$26,720	$32,600	$41,600	$62,682	$86,359
Two - Four Employees	132	$52,893	$25,857	$31,600	$42,388	$57,500	$90,000
Five - Nine Employees	174	$46,099	$25,997	$31,360	$40,000	$52,500	$72,300
10 - 24 Employees	276	$44,682	$26,610	$31,000	$38,000	$52,855	$66,900
25 - 49 Employees	267	$40,748	$26,600	$30,395	$37,500	$45,739	$60,000
50 - 99 Employees	244	$39,353	$26,970	$31,455	$37,420	$43,862	$53,570
100 - 499 Employees	456	$39,973	$27,310	$32,500	$37,890	$44,755	$51,950
500 - 999 Employees	165	$40,925	$28,680	$32,746	$37,664	$45,458	$57,160
1,000 - 2,499 Employees	215	$43,146	$31,260	$34,870	$40,600	$48,286	$56,964
2,500 - 4,999 Employees	133	$43,070	$31,104	$35,976	$41,700	$48,104	$58,600
5,000 - 9,999 Employees	79	$43,429	$30,172	$35,425	$42,346	$49,626	$59,600
10,000 - 19,999 Employees	102	$42,919	$30,534	$34,800	$41,628	$50,001	$55,990
20,000 - 29,999 Employees	64	$46,201	$35,684	$37,375	$43,996	$51,770	$59,478
30,000 - 39,999 Employees	42	$44,511	$32,596	$38,424	$42,835	$49,980	$58,600
40,000 - 49,999 Employees	18	$46,864	$37,260	$38,000	$45,510	$54,300	$63,500
50,000 Employees or More	165	$45,588	$31,560	$35,975	$44,200	$52,500	$61,000
Executive/Administrative							
One (Respondent only)	22	$72,527	$35,249	$46,700	$57,400	$83,000	$140,497
Two - Four Employees	106	$55,955	$30,000	$40,000	$50,000	$67,200	$89,800
Five - Nine Employees	237	$58,393	$33,160	$40,000	$50,000	$70,000	$90,000
10 - 24 Employees	505	$65,435	$37,149	$45,000	$54,300	$74,000	$104,000
25 - 49 Employees	475	$70,817	$38,500	$46,036	$60,000	$86,713	$118,950
50 - 99 Employees	453	$71,386	$38,051	$45,711	$60,000	$79,650	$111,000
100 - 499 Employees	839	$67,576	$38,220	$45,000	$56,700	$76,725	$110,000
500 - 999 Employees	298	$64,589	$40,000	$46,771	$57,750	$72,000	$89,703
1,000 - 2,499 Employees	403	$65,015	$41,000	$48,520	$58,700	$70,425	$99,180
2,500 - 4,999 Employees	294	$66,002	$41,051	$47,256	$58,250	$71,000	$95,181
5,000 - 9,999 Employees	221	$65,649	$42,696	$49,033	$60,000	$75,000	$94,100
10,000 - 19,999 Employees	180	$66,067	$42,284	$51,285	$60,000	$74,826	$94,350
20,000 - 29,999 Employees	86	$77,217	$40,200	$50,300	$66,400	$91,000	$107,791
30,000 - 39,999 Employees	57	$73,622	$47,136	$53,825	$65,000	$78,458	$112,200
40,000 - 49,999 Employees	44	$65,557	$42,536	$49,262	$62,000	$69,750	$84,332
50,000 Employees or More	194	$66,802	$42,251	$51,500	$60,000	$75,000	$100,250
Production, Quality Control, Maintenance, etc							
Five - Nine Employees	5	$31,240	$24,900	$26,475	$30,300	$36,500	$38,000
10 - 24 Employees	14	$46,402	$33,930	$36,500	$42,688	$54,450	$65,750
25 - 49 Employees	14	$45,238	$32,270	$36,600	$41,710	$50,000	$57,091
50 - 99 Employees	26	$40,154	$27,437	$31,400	$40,775	$45,760	$51,395
100 - 499 Employees	105	$44,659	$29,050	$34,000	$41,800	$51,637	$62,500
500 - 999 Employees	57	$41,894	$30,748	$35,563	$41,000	$48,078	$53,439
1,000 - 2,499 Employees	78	$42,811	$28,680	$35,000	$40,100	$47,625	$56,022
2,500 - 4,999 Employees	71	$40,305	$28,980	$31,843	$38,982	$45,290	$55,215
5,000 - 9,999 Employees	60	$42,284	$30,700	$32,852	$40,250	$48,300	$56,785
10,000 - 19,999 Employees	57	$45,410	$34,715	$38,825	$45,000	$51,565	$55,950
20,000 - 29,999 Employees	27	$44,895	$33,124	$36,738	$41,100	$48,375	$59,119
30,000 - 39,999 Employees	19	$47,977	$31,900	$35,350	$41,654	$52,000	$80,799
40,000 - 49,999 Employees	10	$44,237	$31,075	$35,808	$42,916	$55,083	$58,000
50,000 Employees or More	99	$44,345	$30,328	$34,800	$41,500	$50,938	$60,600
Project Study & Analysis							
One (Respondent only)	28	$75,707	$31,500	$42,925	$53,375	$67,200	$152,493
Two - Four Employees	30	$50,883	$24,750	$30,000	$42,000	$62,500	$95,198
Five - Nine Employees	31	$49,270	$26,660	$35,175	$47,000	$56,125	$79,605
10 - 24 Employees	45	$45,656	$26,000	$30,375	$40,000	$50,000	$75,000
25 - 49 Employees	46	$42,121	$24,916	$33,040	$39,900	$52,000	$59,950
50 - 99 Employees	47	$48,937	$25,780	$32,025	$41,997	$54,450	$77,999
100 - 499 Employees	101	$43,060	$29,130	$34,615	$39,417	$46,165	$57,240
500 - 999 Employees	70	$42,875	$29,502	$32,650	$40,290	$51,100	$60,773
1,000 - 2,499 Employees	119	$42,317	$31,316	$35,933	$42,400	$46,880	$52,677
2,500 - 4,999 Employees	93	$45,218	$34,208	$39,383	$45,000	$50,125	$57,600
5,000 - 9,999 Employees	66	$46,109	$34,080	$38,000	$44,050	$52,000	$63,460
10,000 - 19,999 Employees	60	$44,499	$31,285	$36,949	$42,500	$48,714	$59,000
20,000 - 29,999 Employees	33	$42,378	$30,912	$33,328	$42,500	$48,319	$59,040
30,000 - 39,999 Employees	12	$47,953	$36,640	$40,140	$43,050	$52,000	$68,763
40,000 - 49,999 Employees	11	$47,361	$37,619	$41,300	$48,075	$54,425	$57,112
50,000 Employees or More	89	$46,353	$34,180	$38,719	$45,900	$52,250	$59,600

Continued

Job Function and Size of Organization

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Research & Development							
Two - Four Employees	7	$77,064	$37,999	$47,750	$56,451	$100,500	$140,395
Five - Nine Employees	8	$55,548	$42,213	$48,340	$52,000	$64,500	$75,000
10 - 24 Employees	11	$53,017	$36,020	$37,970	$38,646	$52,925	$98,941
25 - 49 Employees	8	$51,916	$31,385	$41,000	$47,479	$62,800	$80,733
50 - 99 Employees	15	$43,503	$33,400	$36,225	$40,000	$47,625	$55,539
100 - 499 Employees	44	$47,492	$27,860	$38,318	$45,000	$54,950	$70,000
500 - 999 Employees	31	$43,969	$31,863	$36,114	$42,500	$49,375	$57,280
1,000 - 2,499 Employees	56	$46,201	$33,050	$35,800	$43,970	$51,950	$65,845
2,500 - 4,999 Employees	57	$47,672	$32,400	$38,300	$46,548	$52,184	$65,800
5,000 - 9,999 Employees	37	$51,732	$33,300	$41,230	$50,400	$59,775	$73,320
10,000 - 19,999 Employees	42	$46,538	$31,039	$37,800	$47,250	$53,000	$64,291
20,000 - 29,999 Employees	23	$54,093	$34,522	$39,410	$48,000	$60,375	$90,400
30,000 - 39,999 Employees	18	$43,211	$29,710	$36,300	$40,370	$46,300	$59,951
40,000 - 49,999 Employees	9	$56,367	$36,508	$42,065	$52,000	$63,625	$88,598
50,000 Employees or More	82	$49,867	$34,362	$39,780	$50,072	$59,600	$65,590
Sales/Marketing							
One (Respondent only)	14	$42,463	$24,960	$30,000	$35,000	$46,800	$72,615
Two - Four Employees	16	$54,606	$33,100	$43,600	$49,000	$67,500	$79,199
Five - Nine Employees	21	$48,648	$33,347	$38,169	$50,000	$56,300	$63,999
10 - 24 Employees	22	$52,564	$34,100	$40,000	$48,648	$62,600	$80,670
25 - 49 Employees	23	$57,529	$34,539	$40,025	$45,000	$59,250	$78,597
50 - 99 Employees	29	$52,757	$30,800	$38,350	$50,000	$61,418	$79,848
100 - 499 Employees	72	$48,092	$33,350	$39,750	$45,406	$55,300	$63,425
500 - 999 Employees	37	$46,789	$29,770	$40,569	$46,300	$50,075	$58,000
1,000 - 2,499 Employees	46	$48,756	$34,045	$39,000	$45,475	$57,000	$63,800
2,500 - 4,999 Employees	30	$50,775	$31,834	$35,000	$45,650	$54,100	$69,563
5,000 - 9,999 Employees	25	$46,060	$30,000	$36,660	$41,236	$51,000	$65,000
10,000 - 19,999 Employees	19	$47,167	$33,948	$36,933	$50,491	$53,071	$61,500
20,000 - 29,999 Employees	10	$41,940	$27,749	$35,320	$39,190	$45,504	$62,567
30,000 - 39,999 Employees	5	$63,649	$27,147	$38,287	$48,000	$100,325	$101,000
50,000 Employees or More	33	$54,198	$33,124	$39,165	$51,000	$65,468	$78,200
Teaching/Training							
10 - 24 Employees	5	$40,834	$33,000	$33,128	$34,620	$49,845	$55,379
50 - 99 Employees	13	$43,080	$31,240	$34,075	$41,600	$49,413	$60,346
100 - 499 Employees	53	$39,712	$27,700	$31,935	$40,000	$46,725	$53,025
500 - 999 Employees	32	$41,245	$26,137	$34,334	$40,613	$50,072	$54,240
1,000 - 2,499 Employees	57	$48,188	$30,807	$37,925	$45,854	$57,500	$65,920
2,500 - 4,999 Employees	42	$49,910	$33,273	$39,000	$50,000	$60,400	$69,200
5,000 - 9,999 Employees	25	$50,945	$38,480	$40,663	$48,458	$60,000	$75,249
10,000 - 19,999 Employees	11	$57,829	$42,399	$47,750	$56,200	$69,417	$73,399
50,000 Employees or More	6	$46,149	$23,336	$35,370	$40,013	$52,000	$83,946

Job Function and Major Metropolitan Area

	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
Atlanta (GA) & Vicinity	14	$50,356	$32,367	$42,500	$48,314	$60,000	$67,697
Baltimore (MD) & Vicinity	6	$42,027	$32,200	$34,000	$39,600	$48,000	$57,863
Boston (MA) & Vicinity	17	$51,597	$31,092	$34,820	$46,540	$63,150	$85,398
Chicago (IL) & Vicinity	28	$40,346	$27,277	$31,121	$39,800	$47,250	$52,630
Cincinnati (OH/KY/IN) & Vicinity	13	$46,090	$30,618	$34,650	$38,400	$47,259	$83,879
Cleveland (OH) & Vicinity	12	$43,152	$31,373	$37,500	$42,000	$46,750	$58,448
Dallas/Ft. Worth (TX) & Vicinity	14	$44,826	$29,334	$39,600	$40,460	$50,000	$64,420
Denver/Colorado Springs (CO) & Vicinity	13	$43,972	$26,320	$33,580	$41,250	$47,605	$69,470
Detroit (MI) & Vicinity	11	$47,717	$35,568	$40,458	$43,750	$56,625	$64,548
Houston (TX) & Vicinity	22	$49,785	$29,734	$37,200	$44,734	$60,000	$73,500
Indianapolis (IN) & Vicinity	5	$38,965	$29,000	$33,380	$37,380	$44,378	$48,653
Kansas City (MO/KS) & Vicinity	13	$50,672	$31,934	$34,388	$47,500	$58,685	$87,077
Los Angeles/Long Beach/San Diego (CA) & Vicinity	11	$83,160	$38,000	$43,500	$46,498	$54,250	$213,657
Miami (FL) & Vicinity	9	$48,522	$34,719	$40,600	$47,200	$58,250	$68,399
Milwaukee (WI) & Vicinity	13	$41,993	$27,916	$29,820	$34,797	$45,546	$63,997
Minneapolis/St. Paul (MN/WI) & Vicinity	14	$41,123	$31,894	$37,960	$40,000	$43,400	$51,199
Nassau/Suffolk Counties (NY)	10	$43,768	$28,466	$37,600	$41,082	$48,500	$64,240
Newark/Jersey City (NJ) & Vicinity	24	$46,481	$36,435	$38,800	$43,350	$51,250	$58,275
New York City (NY) - five boroughs	30	$48,076	$36,980	$38,659	$42,600	$50,962	$64,075
Philadelphia (PA/NJ) & Vicinity	25	$45,930	$24,650	$34,373	$42,000	$55,000	$65,700
Phoenix (AZ) & Vicinity	5	$48,550	$34,975	$39,344	$45,676	$58,475	$64,999
Pittsburgh (PA) & Vicinity	14	$43,767	$29,427	$35,000	$38,960	$47,500	$57,984
St. Louis (MO/IL) & Vicinity	20	$40,244	$28,765	$31,375	$39,554	$49,700	$54,315
San Francisco/Oakland (CA) & Vicinity	13	$61,237	$40,458	$44,850	$53,800	$69,375	$105,519
Tampa/St. Petersburg (FL) & Vicinity	18	$54,240	$30,426	$32,500	$38,250	$46,500	$51,155
Washington (DC/MD/VA) & Vicinity	17	$46,929	$32,433	$41,050	$49,600	$55,250	$56,879
Design							
Atlanta (GA) & Vicinity	45	$45,621	$27,860	$35,424	$44,000	$52,000	$69,799
Baltimore (MD) & Vicinity	16	$35,144	$26,666	$28,900	$36,710	$40,170	$44,955
Boston (MA) & Vicinity	36	$46,327	$30,750	$38,750	$43,450	$54,100	$66,222
Chicago (IL) & Vicinity	126	$42,421	$28,632	$33,408	$40,350	$46,500	$60,000
Cincinnati (OH/KY/IN) & Vicinity	42	$39,053	$23,790	$31,200	$34,595	$40,800	$52,900
Cleveland (OH) & Vicinity	35	$37,279	$24,960	$30,250	$36,250	$43,025	$49,400
Dallas/Ft. Worth (TX) & Vicinity	64	$44,160	$30,250	$33,600	$40,843	$49,000	$57,570
Denver/Colorado Springs (CO) & Vicinity	56	$44,325	$30,740	$35,211	$39,590	$46,407	$55,462
Detroit (MI) & Vicinity	54	$47,824	$30,550	$37,500	$43,750	$52,500	$66,575
Houston (TX) & Vicinity	98	$46,998	$31,513	$37,700	$44,000	$52,500	$62,850
Indianapolis (IN) & Vicinity	14	$43,065	$27,487	$32,500	$39,250	$46,500	$57,758
Kansas City (MO/KS) & Vicinity	73	$43,589	$28,508	$34,212	$38,334	$45,617	$62,604
Los Angeles/Long Beach/San Diego (CA) & Vicinity	48	$49,836	$31,650	$38,660	$48,046	$57,580	$64,370
Miami (FL) & Vicinity	50	$46,596	$28,736	$36,000	$43,163	$53,004	$66,400
Milwaukee (WI) & Vicinity	29	$37,642	$28,020	$31,950	$34,000	$38,055	$51,799
Minneapolis/St. Paul (MN/WI) & Vicinity	34	$41,763	$30,968	$36,000	$42,800	$45,000	$53,971
Nassau/Suffolk Counties (NY)	25	$44,862	$32,000	$35,318	$41,700	$50,000	$59,000
Newark/Jersey City (NJ) & Vicinity	45	$46,961	$32,440	$37,399	$43,500	$50,966	$60,700

Continued

Job Function and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
New Orleans (LA) & Vicinity	36	$41,335	$30,780	$34,217	$40,000	$45,952	$52,740
New York City (NY) - five boroughs	49	$45,791	$29,760	$35,160	$41,700	$55,172	$63,232
Philadelphia (PA/NJ) & Vicinity	75	$43,795	$26,700	$33,961	$42,500	$49,750	$64,875
Phoenix (AZ) & Vicinity	22	$39,989	$32,053	$36,200	$38,261	$44,000	$52,649
Pittsburgh (PA) & Vicinity	57	$40,208	$24,960	$30,359	$37,141	$46,125	$60,160
St. Louis (MO/IL) & Vicinity	55	$38,938	$27,500	$31,738	$35,000	$44,070	$57,500
San Francisco/Oakland (CA) & Vicinity	23	$50,820	$35,110	$39,989	$46,800	$58,910	$69,799
San Jose (CA) & Vicinity	22	$53,077	$31,500	$43,800	$48,400	$56,000	$74,597
Seattle/Everett (WA) & Vicinity	38	$47,600	$27,650	$36,000	$41,650	$51,400	$57,306
Tampa/St. Petersburg (FL) & Vicinity	38	$37,829	$22,120	$30,000	$36,475	$45,000	$55,044
Washington (DC/MD/VA) & Vicinity	54	$45,515	$29,950	$35,000	$42,213	$55,000	$66,545
Executive/Administrative							
Atlanta (GA) & Vicinity	103	$66,344	$38,994	$43,800	$55,000	$71,125	$102,720
Baltimore (MD) & Vicinity	33	$54,793	$38,384	$47,432	$57,000	$61,250	$74,800
Boston (MA) & Vicinity	74	$71,678	$40,450	$50,000	$63,000	$78,000	$108,350
Chicago (IL) & Vicinity	212	$63,670	$38,934	$45,000	$55,250	$75,000	$98,882
Cincinnati (OH/KY/IN) & Vicinity	67	$67,599	$34,147	$46,750	$56,800	$84,000	$120,278
Cleveland (OH) & Vicinity	78	$64,517	$35,076	$43,600	$57,000	$69,600	$102,800
Dallas/Ft. Worth (TX) & Vicinity	178	$76,188	$43,440	$50,470	$62,733	$90,000	$129,635
Denver/Colorado Springs (CO) & Vicinity	72	$61,638	$37,820	$45,000	$53,101	$65,750	$85,525
Detroit (MI) & Vicinity	109	$64,113	$38,000	$47,433	$59,000	$75,500	$90,324
Houston (TX) & Vicinity	203	$81,317	$40,690	$54,277	$67,000	$96,750	$125,000
Indianapolis (IN) & Vicinity	40	$63,812	$39,598	$44,308	$54,600	$77,150	$100,500
Kansas City (MO/KS) & Vicinity	101	$61,817	$36,383	$42,214	$56,000	$70,000	$89,207
Los Angeles/Long Beach/San Diego (CA) & Vicinity	79	$72,937	$41,718	$50,505	$66,600	$82,100	$109,999
Miami (FL) & Vicinity	88	$69,066	$41,180	$48,900	$59,720	$80,000	$107,800
Milwaukee (WI) & Vicinity	66	$70,582	$38,840	$42,185	$49,961	$64,400	$99,371
Minneapolis/St. Paul (MN/WI) & Vicinity	98	$61,078	$36,092	$43,000	$51,214	$67,422	$86,993
Nassau/Suffolk Counties (NY)	36	$79,154	$42,600	$47,175	$60,342	$80,000	$133,560
Newark/Jersey City (NJ) & Vicinity	104	$67,868	$40,000	$47,500	$59,800	$79,500	$105,110
New Orleans (LA) & Vicinity	51	$75,133	$41,200	$51,950	$64,500	$85,500	$128,698
New York City (NY) - five boroughs	123	$80,412	$44,590	$55,125	$66,560	$87,750	$121,336
Philadelphia (PA/NJ) & Vicinity	134	$65,484	$37,120	$46,500	$55,995	$69,200	$102,979
Phoenix (AZ) & Vicinity	43	$64,877	$40,800	$46,050	$57,000	$68,900	$99,075
Pittsburgh (PA) & Vicinity	89	$64,934	$36,000	$45,275	$54,000	$72,000	$104,112
St. Louis (MO/IL) & Vicinity	103	$64,534	$35,594	$42,590	$54,800	$74,000	$104,520
San Francisco/Oakland (CA) & Vicinity	49	$69,829	$39,000	$49,000	$56,000	$90,000	$111,000
San Jose (CA) & Vicinity	17	$84,546	$51,719	$60,750	$70,900	$105,250	$138,796
Seattle/Everett (WA) & Vicinity	37	$65,984	$40,000	$43,770	$58,200	$75,518	$109,000
Tampa/St. Petersburg (FL) & Vicinity	70	$59,958	$36,486	$45,000	$54,270	$65,000	$90,750
Washington (DC/MD/VA) & Vicinity	146	$61,800	$40,000	$46,000	$57,105	$68,000	$85,000
Production, Quality Control, Maintenance, etc							
Atlanta (GA) & Vicinity	5	$41,140	$27,300	$34,125	$44,000	$47,500	$51,999
Boston (MA) & Vicinity	13	$40,988	$29,220	$35,750	$39,300	$49,744	$52,010
Chicago (IL) & Vicinity	24	$41,063	$29,914	$35,750	$40,110	$45,090	$51,132
Cincinnati (OH/KY/IN) & Vicinity	5	$37,818	$20,688	$29,772	$33,604	$49,500	$53,999
Cleveland (OH) & Vicinity	9	$37,932	$30,496	$31,015	$37,104	$44,266	$47,328
Dallas/Ft. Worth (TX) & Vicinity	16	$44,197	$27,199	$32,107	$43,590	$50,490	$57,827
Denver/Colorado Springs (CO) & Vicinity	9	$56,279	$33,952	$37,255	$42,500	$72,438	$103,599
Detroit (MI) & Vicinity	19	$44,656	$33,719	$37,918	$42,400	$50,000	$58,550
Houston (TX) & Vicinity	26	$47,118	$29,786	$35,400	$41,350	$55,200	$72,059
Indianapolis (IN) & Vicinity	6	$43,800	$33,423	$39,400	$45,260	$48,500	$50,507
Kansas City (MO/KS) & Vicinity	14	$38,038	$29,927	$31,500	$37,470	$45,000	$46,450
Los Angeles/Long Beach/San Diego (CA) & Vicinity	20	$48,292	$32,000	$37,160	$44,028	$50,900	$67,803
Miami (FL) & Vicinity	11	$51,579	$37,535	$38,700	$50,000	$57,602	$71,934
Minneapolis/St. Paul (MN/WI) & Vicinity	12	$44,628	$27,756	$39,879	$46,900	$51,528	$57,300
Newark/Jersey City (NJ) & Vicinity	11	$40,607	$32,096	$33,070	$40,200	$43,334	$53,305
New Orleans (LA) & Vicinity	9	$43,904	$33,899	$37,725	$44,388	$50,550	$52,800
New York City (NY) - five boroughs	10	$50,933	$39,950	$42,000	$49,525	$53,500	$69,090
Philadelphia (PA/NJ) & Vicinity	21	$47,592	$30,080	$36,509	$45,000	$54,000	$68,757
Pittsburgh (PA) & Vicinity	14	$43,711	$26,886	$34,000	$42,766	$55,000	$60,250
St. Louis (MO/IL) & Vicinity	14	$39,558	$25,570	$29,150	$39,400	$46,000	$53,929
San Francisco/Oakland (CA) & Vicinity	5	$61,698	$34,992	$41,748	$69,000	$75,625	$89,498
San Jose (CA) & Vicinity	6	$43,189	$36,275	$38,749	$39,892	$48,200	$55,579
Tampa/St. Petersburg (FL) & Vicinity	12	$36,252	$26,580	$29,650	$37,160	$39,688	$45,159
Washington (DC/MD/VA) & Vicinity	7	$47,722	$31,569	$34,041	$43,000	$57,148	$71,594
Project Study & Analysis							
Atlanta (GA) & Vicinity	14	$41,305	$28,435	$30,680	$39,054	$50,000	$59,149
Baltimore (MD) & Vicinity	5	$46,006	$37,162	$39,291	$46,020	$52,302	$55,668
Boston (MA) & Vicinity	28	$47,786	$35,188	$40,000	$47,350	$52,823	$63,120
Chicago (IL) & Vicinity	44	$45,926	$30,750	$33,700	$43,100	$48,638	$61,549
Cincinnati (OH/KY/IN) & Vicinity	16	$36,850	$21,817	$24,674	$33,000	$40,690	$58,927
Cleveland (OH) & Vicinity	16	$36,043	$25,182	$29,500	$35,790	$39,636	$49,311
Dallas/Ft. Worth (TX) & Vicinity	38	$50,398	$28,105	$37,560	$43,840	$53,580	$74,940
Denver/Colorado Springs (CO) & Vicinity	16	$44,636	$28,150	$35,846	$42,425	$56,124	$58,990
Detroit (MI) & Vicinity	16	$48,214	$34,560	$40,435	$46,710	$59,500	$64,140
Houston (TX) & Vicinity	43	$48,589	$32,680	$39,125	$42,400	$57,975	$67,388
Indianapolis (IN) & Vicinity	9	$36,331	$22,700	$25,293	$34,800	$40,930	$59,854
Kansas City (MO/KS) & Vicinity	24	$41,896	$29,673	$32,024	$43,140	$47,500	$52,306
Los Angeles/Long Beach/San Diego (CA) & Vicinity	20	$50,670	$36,980	$42,341	$47,500	$56,283	$66,830
Miami (FL) & Vicinity	12	$45,121	$33,400	$35,820	$45,700	$52,734	$58,125
Milwaukee (WI) & Vicinity	12	$54,417	$30,070	$33,900	$47,550	$59,250	$95,444
Minneapolis/St. Paul (MN/WI) & Vicinity	12	$36,133	$24,864	$30,365	$33,669	$41,551	$51,678
Nassau/Suffolk Counties (NY)	7	$40,189	$25,519	$32,450	$38,000	$48,380	$56,999
Newark/Jersey City (NJ) & Vicinity	14	$48,651	$32,160	$40,000	$45,250	$58,500	$66,999
New Orleans (LA) & Vicinity	13	$46,402	$34,519	$40,938	$43,200	$49,700	$67,808
New York City (NY) - five boroughs	18	$47,931	$36,510	$40,000	$49,361	$53,060	$58,800
Philadelphia (PA/NJ) & Vicinity	21	$42,062	$30,000	$37,661	$40,800	$48,875	$54,740
Phoenix (AZ) & Vicinity	6	$35,939	$25,645	$29,650	$35,892	$37,000	$50,499
Pittsburgh (PA) & Vicinity	27	$48,555	$29,634	$36,087	$45,875	$52,690	$75,025
St. Louis (MO/IL) & Vicinity	26	$44,432	$30,870	$36,657	$40,300	$46,800	$53,610
San Francisco/Oakland (CA) & Vicinity	13	$66,809	$33,919	$40,051	$51,161	$64,625	$146,994
San Jose (CA) & Vicinity	8	$48,368	$33,543	$39,090	$41,980	$54,250	$78,550
Seattle/Everett (WA) & Vicinity	11	$49,980	$28,598	$36,100	$53,650	$55,705	$71,877
Tampa/St. Petersburg (FL) & Vicinity	14	$38,065	$27,625	$31,125	$36,930	$44,000	$50,000
Washington (DC/MD/VA) & Vicinity	47	$55,360	$30,440	$35,775	$44,950	$55,285	$67,720

Continued

Job Function and Major Metropolitan Area	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Research & Development							
Atlanta (GA) & Vicinity	9	$51,329	$33,318	$38,823	$45,656	$63,990	$80,602
Baltimore (MD) & Vicinity	6	$59,779	$34,769	$48,000	$54,650	$83,000	$84,867
Boston (MA) & Vicinity	13	$54,282	$30,155	$40,133	$51,084	$68,402	$82,540
Chicago (IL) & Vicinity	24	$47,583	$33,878	$36,350	$46,150	$56,240	$70,100
Cincinnati (OH/KY/IN) & Vicinity	17	$41,254	$29,692	$30,479	$43,896	$49,866	$54,880
Cleveland (OH) & Vicinity	14	$46,251	$28,628	$36,825	$45,223	$48,480	$72,300
Dallas/Ft. Worth (TX) & Vicinity	12	$45,672	$31,809	$39,000	$44,000	$54,010	$61,900
Detroit (MI) & Vicinity	21	$43,872	$32,846	$38,025	$43,000	$52,227	$53,700
Houston (TX) & Vicinity	17	$52,303	$34,979	$40,000	$48,000	$63,125	$76,600
Indianapolis (IN) & Vicinity	8	$49,628	$29,639	$36,616	$43,474	$52,672	$88,803
Kansas City (MO/KS) & Vicinity	6	$43,839	$34,599	$40,000	$43,743	$46,548	$54,154
Los Angeles/Long Beach/San Diego (CA) & Vicinity	18	$43,827	$28,505	$35,500	$43,068	$49,157	$59,439
Milwaukee (WI) & Vicinity	7	$44,240	$30,909	$34,239	$42,000	$51,099	$64,891
Minneapolis/St. Paul (MN/WI) & Vicinity	14	$47,193	$33,524	$40,237	$46,113	$54,353	$59,999
Newark/Jersey City (NJ) & Vicinity	12	$54,819	$34,950	$37,043	$49,500	$71,050	$80,428
New York City (NY) - five boroughs	6	$52,834	$35,445	$43,060	$48,772	$70,800	$70,980
Philadelphia (PA/NJ) & Vicinity	19	$47,872	$34,104	$37,250	$47,500	$51,375	$68,219
Phoenix (AZ) & Vicinity	5	$46,145	$26,760	$34,440	$45,500	$56,598	$68,998
Pittsburgh (PA) & Vicinity	10	$45,263	$29,989	$35,300	$50,514	$52,920	$56,349
St. Louis (MO/IL) & Vicinity	5	$44,574	$21,871	$36,818	$44,000	$54,300	$64,199
San Jose (CA) & Vicinity	11	$55,858	$38,799	$46,650	$55,112	$64,675	$73,525
Washington (DC/MD/VA) & Vicinity	33	$49,587	$29,757	$38,789	$48,617	$61,500	$66,240
Sales/Marketing							
Atlanta (GA) & Vicinity	20	$46,804	$29,799	$38,800	$45,725	$51,498	$61,000
Boston (MA) & Vicinity	7	$53,382	$32,095	$42,569	$54,600	$64,845	$72,939
Chicago (IL) & Vicinity	25	$49,685	$29,855	$44,575	$48,000	$60,011	$67,400
Cincinnati (OH/KY/IN) & Vicinity	9	$42,739	$33,800	$35,300	$44,000	$47,061	$54,299
Cleveland (OH) & Vicinity	8	$49,963	$31,050	$34,550	$39,013	$58,750	$91,553
Dallas/Ft. Worth (TX) & Vicinity	14	$46,578	$33,800	$40,000	$45,000	$50,400	$60,322
Denver/Colorado Springs (CO) & Vicinity	7	$46,751	$34,007	$39,600	$42,000	$52,425	$64,958
Detroit (MI) & Vicinity	7	$51,943	$29,598	$49,500	$54,500	$60,875	$62,480
Houston (TX) & Vicinity	18	$52,485	$34,358	$41,000	$49,077	$61,100	$66,155
Kansas City (MO/KS) & Vicinity	11	$53,416	$30,809	$36,000	$41,500	$47,502	$103,387
Milwaukee (WI) & Vicinity	8	$62,538	$48,450	$49,500	$61,600	$75,000	$80,070
Newark/Jersey City (NJ) & Vicinity	11	$55,638	$30,991	$41,350	$54,000	$68,500	$82,799
New York City (NY) - five boroughs	6	$58,305	$35,459	$46,800	$51,914	$60,000	$100,496
Philadelphia (PA/NJ) & Vicinity	13	$49,456	$27,446	$30,750	$42,000	$57,150	$89,198
Pittsburgh (PA) & Vicinity	8	$46,340	$39,374	$41,022	$43,390	$49,000	$60,500
St. Louis (MO/IL) & Vicinity	9	$48,322	$40,200	$42,075	$50,000	$53,325	$57,599
Tampa/St. Petersburg (FL) & Vicinity	6	$55,085	$39,638	$42,255	$52,750	$63,408	$78,339
Washington (DC/MD/VA) & Vicinity	8	$58,656	$27,525	$36,438	$61,500	$72,500	$93,200
Teaching/Training							
Boston (MA) & Vicinity	6	$56,330	$35,089	$35,891	$53,100	$70,889	$88,087
Dallas/Ft. Worth (TX) & Vicinity	6	$38,526	$22,480	$25,000	$33,513	$54,000	$62,039
Kansas City (MO/KS) & Vicinity	5	$49,140	$33,400	$34,600	$52,300	$58,250	$70,998
Philadelphia (PA/NJ) & Vicinity	7	$41,709	$26,412	$32,572	$39,000	$52,950	$59,000

Job Function and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Construction Supervision (may include some design)							
Non-Managerial Positions	126	$37,860	$26,148	$31,100	$37,000	$44,000	$50,000
Supervise 1 - 2 Professionals	9	$38,226	$26,000	$29,369	$40,000	$43,597	$51,953
Supervise 3 - 4 Professionals	17	$41,265	$29,245	$30,315	$40,482	$46,575	$59,538
Supervise 5 - 9 Professionals	48	$43,829	$31,405	$36,591	$42,250	$50,248	$58,848
Supervise 10 - 49 Professionals	33	$51,627	$32,300	$35,719	$40,493	$53,250	$75,540
Supervise 3 - 9 Non-professionals	119	$37,924	$24,670	$29,125	$36,600	$43,459	$51,216
Supervise 10 - 49 Non-professionals	94	$42,627	$27,639	$32,250	$37,980	$45,000	$59,100
Supervise 50 or More Non-professionals	40	$50,651	$34,400	$39,300	$47,641	$53,250	$78,000
Supervise 3 - 4 Professionals & Non-professionals	29	$40,587	$27,739	$32,875	$39,460	$45,975	$52,300
Supervise 5 - 9 Professionals & Non-professionals	76	$45,713	$31,590	$38,271	$44,310	$50,954	$60,950
Supervise 10 - 49 Professionals & Non-professionals	120	$47,682	$33,250	$37,290	$44,728	$52,950	$65,325
Supervise 50 - 99 Professionals & Non-professionals	19	$57,281	$36,200	$46,230	$56,930	$63,520	$82,597
Supervise 100 - 249 Professionals & Non-professionals	18	$78,036	$48,931	$53,200	$62,775	$71,500	$100,499
Supervise 250 or More Professionals & Non-professionals	8	$68,036	$45,805	$50,243	$61,000	$70,500	$117,860
Design							
Non-Managerial Positions	719	$38,083	$26,746	$30,784	$35,760	$42,700	$51,455
Supervise 1 - 2 Professionals	181	$40,273	$28,608	$33,195	$37,620	$42,540	$49,160
Supervise 3 - 4 Professionals	313	$40,461	$28,812	$33,418	$37,664	$44,850	$52,690
Supervise 5 - 9 Professionals	301	$45,267	$32,324	$36,500	$43,000	$50,000	$60,000
Supervise 10 - 49 Professionals	181	$53,292	$38,989	$45,345	$51,500	$59,278	$69,280
Supervise 50 or More Professionals	14	$59,266	$38,528	$45,760	$49,870	$69,800	$83,044
Supervise 3 - 9 Non-professionals	152	$35,700	$23,194	$27,834	$33,100	$39,260	$48,600
Supervise 10 - 49 Non-professionals	18	$36,724	$24,033	$29,350	$33,138	$38,000	$55,085
Supervise 3 - 4 Professionals & Non-professionals	136	$43,826	$30,017	$33,650	$40,000	$48,079	$60,630
Supervise 5 - 9 Professionals & Non-professionals	265	$46,969	$30,328	$36,000	$43,000	$51,250	$61,660
Supervise 10 - 49 Professionals & Non-professionals	190	$52,540	$33,866	$39,336	$48,000	$60,000	$72,750
Supervise 50 - 99 Professionals & Non-professionals	8	$56,568	$39,750	$48,418	$54,893	$57,961	$81,800
Executive/Administrative							
Non-Managerial Positions	206	$49,289	$33,613	$38,604	$45,850	$54,000	$67,884
Supervise 1 - 2 Professionals	45	$44,965	$31,000	$35,894	$42,500	$52,059	$60,000
Supervise 3 - 4 Professionals	105	$48,582	$33,203	$38,520	$44,716	$56,075	$65,000

Continued

Job Function and Supervisory/Managerial Responsibility	Number Reported	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Supervise 5 - 9 Professionals	289	$52,652	$35,022	$40,000	$47,400	$59,238	$76,800
Supervise 10 - 49 Professionals	489	$63,198	$40,426	$48,000	$57,500	$70,000	$87,560
Supervise 50 or More Professionals	215	$81,054	$50,378	$57,491	$70,000	$87,451	$131,500
Supervise 3 - 9 Non-professionals	117	$51,215	$29,600	$36,400	$44,000	$58,000	$75,000
Supervise 10 - 49 Non-professionals	195	$52,109	$30,500	$36,021	$45,000	$55,875	$89,000
Supervise 50 or More Non-professionals	116	$69,294	$37,516	$44,395	$57,199	$79,250	$113,650
Supervise 3 - 4 Professionals & Non-professionals	112	$54,087	$33,360	$38,550	$50,000	$61,140	$76,036
Supervise 5 - 9 Professionals & Non-professionals	527	$54,996	$34,773	$40,000	$48,000	$60,224	$76,180
Supervise 10 - 49 Professionals & Non-professionals	1,391	$63,249	$38,644	$45,500	$55,000	$70,950	$98,700
Supervise 50 - 99 Professionals & Non-professionals	410	$70,403	$41,071	$. ,640	$59,674	$79,200	$107,100
Supervise 100 - 249 Professionals & Non-professionals	339	$76,669	$46,503	$53,693	$66,400	$86,850	$120,000
Supervise 250 or More Professionals & Non-professionals	239	$93,401	$48,400	$58,542	$78,000	$109,500	$165,000
Production, Quality Control, Maintenance, etc							
Non-Managerial Positions	213	$37,842	$27,960	$31,429	$36,000	$41,925	$49,727
Supervise 1 - 2 Professionals	14	$40,335	$28,936	$33,000	$37,000	$48,000	$53,099
Supervise 3 - 4 Professionals	19	$42,086	$32,808	$37,667	$43,057	$46,200	$51,700
Supervise 5 - 9 Professionals	21	$45,835	$38,540	$40,077	$45,800	$50,425	$54,915
Supervise 10 - 49 Professionals	16	$47,208	$38,480	$42,950	$50,025	$51,938	$53,156
Supervise 50 or More Professionals	6	$53,469	$22,717	$41,000	$52,712	$75,000	$78,330
Supervise 3 - 9 Non-professionals	63	$37,959	$27,966	$31,758	$36,400	$41,553	$49,497
Supervise 10 - 49 Non-professionals	52	$39,608	$29,544	$33,000	$37,990	$43,972	$52,264
Supervise 50 or More Non-professionals	35	$49,125	$32,000	$39,475	$45,062	$53,419	$65,000
Supervise 3 - 4 Professionals & Non-professionals	17	$42,550	$25,529	$33,075	$43,000	$50,600	$57,182
Supervise 5 - 9 Professionals & Non-professionals	47	$43,308	$32,760	$36,850	$42,000	$47,350	$53,625
Supervise 10 - 49 Professionals & Non-professionals	88	$50,421	$37,930	$42,414	$47,750	$55,675	$66,667
Supervise 50 - 99 Professionals & Non-professionals	24	$51,323	$36,585	$42,377	$48,115	$59,400	$67,378
Supervise 100 - 249 Professionals & Non-professionals	18	$64,026	$41,005	$54,500	$62,050	$76,000	$88,089
Supervise 250 or More Professionals & Non-professionals	9	$61,801	$48,175	$49,735	$58,000	$73,325	$83,599
Project Study & Analysis							
Non-Managerial Positions	463	$41,292	$28,000	$33,374	$39,768	$47,025	$55,000
Supervise 1 - 2 Professionals	71	$42,531	$30,144	$35,013	$41,600	$48,375	$54,000
Supervise 3 - 4 Professionals	77	$44,907	$30,854	$37,000	$43,700	$51,236	$55,534
Supervise 5 - 9 Professionals	77	$46,640	$32,640	$37,743	$46,000	$53,595	$60,000
Supervise 10 - 49 Professionals	27	$54,763	$40,485	$42,439	$48,000	$63,378	$74,600
Supervise 3 - 9 Non-professionals	30	$38,590	$26,293	$30,589	$36,000	$45,000	$57,630
Supervise 3 - 4 Professionals & Non-professionals	40	$48,319	$29,349	$35,923	$41,500	$52,500	$68,499
Supervise 5 - 9 Professionals & Non-professionals	54	$49,901	$32,000	$36,708	$46,228	$56,500	$75,400
Supervise 10 - 49 Professionals & Non-professionals	40	$53,972	$31,459	$39,432	$46,400	$57,500	$91,417
Research & Development							
Non-Managerial Positions	192	$44,201	$30,105	$36,300	$43,510	$50,277	$59,737
Supervise 1 - 2 Professionals	41	$45,998	$32,911	$36,000	$43,000	$50,196	$60,520
Supervise 3 - 4 Professionals	51	$47,208	$34,300	$37,370	$44,300	$52,758	$60,219
Supervise 5 - 9 Professionals	64	$49,716	$38,810	$42,500	$48,940	$55,976	$64,280
Supervise 10 - 49 Professionals	37	$62,242	$43,415	$53,949	$59,000	$72,248	$83,992
Supervise 3 - 9 Non-professionals	14	$35,303	$25,998	$29,744	$35,140	$39,000	$43,103
Supervise 3 - 4 Professionals & Non-professionals	8	$47,368	$33,180	$40,184	$46,812	$53,790	$63,328
Supervise 5 - 9 Professionals & Non-professionals	19	$47,498	$34,280	$40,063	$48,000	$50,950	$66,479
Supervise 10 - 49 Professionals & Non-professionals	33	$59,106	$39,600	$45,375	$58,000	$68,345	$80,100
Sales/Marketing							
Non-Managerial Positions	157	$44,920	$30,000	$34,000	$41,000	$49,500	$62,800
Supervise 1 - 2 Professionals	6	$51,255	$30,765	$37,660	$47,998	$63,872	$78,386
Supervise 3 - 4 Professionals	8	$48,981	$34,528	$41,468	$49,577	$56,000	$62,600
Supervise 5 - 9 Professionals	17	$56,078	$43,004	$46,256	$52,625	$62,750	$70,231
Supervise 10 - 49 Professionals	7	$69,660	$51,999	$60,500	$63,000	$79,465	$91,123
Supervise 3 - 9 Non-professionals	18	$47,590	$31,859	$36,900	$43,818	$56,000	$65,249
Supervise 10 - 49 Non-professionals	8	$50,050	$34,649	$39,250	$45,750	$63,700	$69,220
Supervise 3 - 4 Professionals & Non-professionals	10	$49,845	$41,300	$48,000	$51,240	$53,000	$55,664
Supervise 5 - 9 Professionals & Non-professionals	31	$51,436	$34,100	$40,000	$45,936	$56,400	$71,599
Supervise 10 - 49 Professionals & Non-professionals	29	$53,705	$41,136	$45,000	$51,300	$60,250	$74,100
Teaching/Training							
Non-Managerial Positions	83	$41,790	$28,160	$33,805	$41,000	$47,310	$56,295
Supervise 1 - 2 Professionals	11	$43,275	$28,637	$36,325	$41,000	$46,789	$62,982
Supervise 3 - 4 Professionals	16	$43,906	$31,120	$34,625	$41,872	$49,724	$64,544
Supervise 5 - 9 Professionals	29	$53,608	$41,100	$45,964	$52,650	$60,000	$72,339
Supervise 10 - 49 Professionals	9	$42,540	$23,920	$32,875	$44,000	$53,703	$57,334
Supervise 3 - 9 Non-professionals	11	$39,599	$21,840	$26,675	$37,823	$52,225	$58,399
Supervise 3 - 4 Professionals & Non-professionals	6	$48,008	$32,400	$36,000	$43,400	$50,250	$79,722
Supervise 5 - 9 Professionals & Non-professionals	26	$47,976	$31,255	$38,961	$49,533	$53,500	$63,070
Supervise 10 - 49 Professionals & Non-professionals	28	$56,157	$40,374	$46,300	$54,760	$63,350	$74,106